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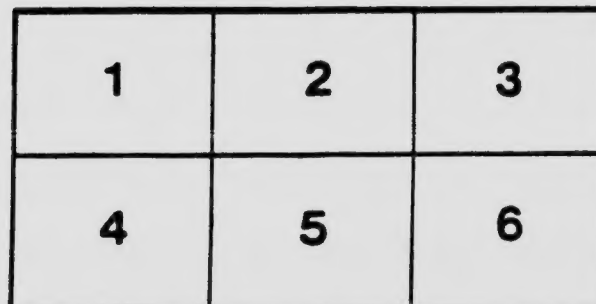
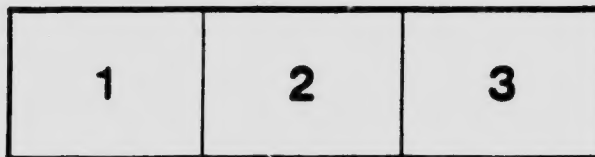
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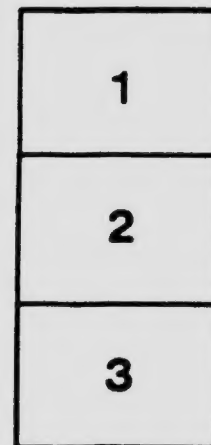
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Agreement



BETWEEN

*District No. 18, United Mine
Workers of America*

—AND—

*The Western Canada
Coal Operators' Association*

April 1st, 1920, to March 31st, 1922

Agreement



BETWEEN

*District No. 18, United Mine
Workers of America*

— AND —

*The Western Canada
Coal Operators' Association*

April 1st, 1920, to March 31st, 1922

L834-4390

**This Agreement Is Based Upon the Following
Report:—**

REPORT OF SUB-COMMITTEE

We, your Sub-Committee, beg to report and recommend the following as the basis for a joint agreement between the miners and operators of Alberta and Eastern British Columbia:

- (1) A contract be made effective from April 1, 1920, to March 31, 1922.
- (2) That the retroactive monies from April 1st shall be paid on or before August 1, 1920.
- (3) This contract is made and entered into for the sole use of the members of the United Mine Workers of America and the members of The Western Canada Coal Operators' Association. All men who work in and around the mines who are eligible to become members of the United Mine Workers of America shall join that organization and agree to sign check-off for all dues, assessments and fines, and the management of the mines agree to forward deductions made to the Acting Secretary of the District or such other person as that official may designate.
- (4) (a) That all day wage rates in effect on October 31, 1919, (which shall include the 92c War Bonus) shall be advanced 27%.

(b) Except in lignite fields, all contract tonnage rates and contract yardage mining rates in effect October 31, 1919, be advanced 27%.

(c) That the tonnage rates in the lignite fields be advanced 24 cents.

(d) That all yardage, room turning and dead work rates in effect October 31, 1919, be advanced 20%.

(e) That the application of the H.C.L. 92c on contract miners' wages be made by adding the 27% on the 92c, or \$1.17 to his wages for each day's work.

(f) The 1917-1919 Agreement be used as a base, and no changes other than above indicated to be made unless the same have been made by order of the Director of Coal Operations or by mutual consent by the two interested parties, except the selling price of (explosive supplies) and coal.

Signed on behalf of
The Western Can-
ada Coal Operators'
Association:

R. S. ORD,

Acting Chairman.

JOHN SHANKS

B. CAUFIELD

GEO. KELLOCK

GEO. V. TUPPER

L. E. DRUMMOND

LEWIS STOCKETT

W. F. McNEILL,

Commissioner.

Dated June 10, 1920.

Signed on behalf of
the United Mine
Workers of Ameri-
ca, District No. 18:

F. WHEATLEY

WM. HUTCHINSON

JOHN P. WHITE

R. LIVETT

R. BILLSBOROUGH

ROBT. PEACOCK

N. McDONALD

RODY McLEOD,

Secretary.

Agreement

AGREEMENT entered into between—
DISTRICT No. 18 OF THE UNITED MINE
WORKERS OF AMERICA,

Of the First Part,

and

THE WESTERN CANADA COAL OP-
ERATORS' ASSOCIATION

Of the Second Part.

IT IS MUTUALLY UNDERSTOOD AND
AGREED that the following conditions and
rates shall govern the parties hereto from
April 1, 1920, to March 31, 1922, and that the
parties hereto will meet in conference thirty
(30) days prior to the expiration of this Agree-
ment, to discuss a renewal thereof:

RETROACTIVE PAY

The retroactive monies from April 1, 1920,
shall be paid on or before August 1, 1920.

MANAGEMENT OF MINE

The right to hire and discharge, the man-
agement of the mine and the direction of the
working forces are vested exclusively in the
Company, and the United Mine Workers of
America shall not abridge this right. How-
ever, the Company agrees not to discharge

employees or refuse work to applicants on account of, or because of, their affiliation with the United Mine Workers of America.

NOTE—It is not the intention of this clause that miners working under contract will be taken from their working place indefinitely to perform Company work.

CHECK-OFF

This contract is made and entered into for the sole use of the members of the United Mine Workers of America and the members of The Western Canada Coal Operators' Association. All men who work in and around the mines who are eligible to become members of the United Mine Workers of America shall join that organization and agree to sign check-off for all dues, assessments and fines, and the management of the mines agree to forward deductions made to the Acting Secretary of the District or such other person as that official may designate.

FORM OF ORDER

To _____ 192__

I authorize and empower you to deduct and pay to the Acting Secretary of District No. 18, U.M.W. of A., or such other person as that official may designate, from my earnings from month to month the sum of Five Dollars (\$5.00) or such less amount as may be designated by the Acting Secretary of the District or such other person as he may appoint by order.

(Signed) _____

Witness _____

SETTLEMENT OF LOCAL AND GENERAL DISPUTES

(a) In case any disputes or grievances arise under this Agreement or any local Agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company, or any person or persons employed, or by the men as a whole, then the parties shall endeavor to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavor, by personal application to the Pit Boss, Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing their decision shall be final.

(b) In case of any local dispute arising in any mine and failure to agree between the Pit Boss, Overman or Foreman in charge of the work where the dispute arises and any employee, the Pit Committee and Mine Superintendent or Mine Manager shall endeavor to settle the matter, and if they agree their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent or Mine Manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred in writing to the Commissioner of The Western Canada Coal Operators' Association and the President of District No. 18, United Mine Workers of America, who shall meet as soon as practicable, and not in any event later than fourteen (14) days, with a Joint Committee of six (6), composed of the Com-

missioner of The Western Canada Coal Operators' Association, the General Manager or General Superintendent of the mine where the dispute arose and another appointed by him, the President of District No. 18, United Mine Workers of America, the President or Secretary of the Local where the dispute arose and one other District Officer. If they agree their decision shall be binding upon both parties. In the event of their failure to agree they shall endeavor to select an Independent Chairman, and failing to agree upon an Independent Chairman the Commissioner of The Western Canada Coal Operators' Association and the President of District No. 18, United Mine Workers of America, shall ask the Minister of Labour to appoint such Chairman. The decision of the Committee thus constituted shall be binding upon both parties. Provided, however, during the term of office of the Director of Coal Operations he shall act as, or appoint the, Independent Chairman mentioned herein.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the miners, mine laborers and all other parties involved must continue to work pending investigation and until final decision has been reached; but where miner, miners, mine laborer or mine laborers has or have been discharged by the Company, he or they shall not remain in the employ of the Company while his or their case is being investigated and settled. If the claim be made within five (5) days, where a man or men has or have been unjustly discharged, the case shall be dealt with according to this Article. and if it is proven that he or

they have been unjustly dealt with he or they shall be reinstated. If a claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the Joint Committee as provided for in Sub-section "C" to decide what amount (if any) is to be paid.

(e) Any breach of this Agreement by any of the parties hereto is not to void the said Agreement, but the same is to be continued in full force and effect.

(f) If the Commissioner of The Western Canada Coal Operators' Association or the President of District No. 18, United Mine Workers of America, are unable, on account of sickness or absence from the District, to attend to the duties hereinbefore set out, these duties in the first instance would be assumed by either the President or Vice-President of The Western Canada Coal Operators' Association, and in the second instance by either the Vice-President or Secretary of District No. 18, United Mine Workers of America. Due notice of whom would attend to these duties to be sent immediately, in the first instance, to the Party of the First Part and in the second instance to the Party of the Second Part.

(g) All settlements and decisions that have been made and are in effect should be considered in taking up disputes, during the life of this Agreement.

DUTIES OF PIT COMMITTEE

The Pit Committee shall be a Committee of three (3) in each mine or other plant covered by this Agreement, selected by the employees working at such mine or other plant

from among their own number, except one (1) member may be a Checkweighman or an Officer of the Local Union, not necessarily an employee of the Company. This member must previously have been selected as Checkweighman or Officer from amongst the employees of the aforesaid mine or other plant. Due notice of such selection, properly certified in writing, shall be given to the Company.

The duties of the Pit Committee shall be confined to the settlement of disputes between the Pit Boss or Foreman and any employee working in or around the mines, arising out of this Agreement and all Agreements made in connection therewith, the Pit Boss or Foreman and man or men having failed to agree.

The Pit Committee, in discharge of its duties, shall under no circumstances go around the mine for any cause whatever unless called by the Pit Boss or Foreman, or by a Miner or Dayman who may have a grievance which he has first tried to and cannot settle with the Boss.

Members of the Pit Committee employed as Daymen shall not leave their places of duty during working hours except by permission of the Pit Boss or Foreman, or in cases involving the stoppage of the mine.

NEW WORK

Whenever any new work arises a price for which has not been provided for in this Agreement, on the request of the Company or the Miners a Joint Committee of six (6), composed of the Commissioner of The Western Canada Coal Operators' Association, the General Manager or General Superintendent of

the mine where the price is asked for and another appointed by him, the President of District No. 18, United Mine Workers of America, the President or Secretary of the Local where the price is asked for and one other District Officer, shall meet within fourteen (14) days. If they agree their decision shall be binding upon both parties. In the event of their failure to agree they shall endeavor to select an Independent Chairman, and failing to agree upon an Independent Chairman the Commissioner of The Western Canada Coal Operators' Association and the President of District No. 18, United Mine Workers of America, shall ask the Minister of Labour to appoint such Chairman. The decision of the Committee thus constituted shall be binding upon both parties. Provided, however, during the term of office of the Director of Coal Operations he shall act as, or appoint the, Independent Chairman mentioned herein.

Whenever any new system is inaugurated or radical change in the present system is made in any mine where there is a contract price fixed thereon, the Company or the employee may ask for a price to be fixed on the work as "New Work;" as, for example, a change from "Longwall" to "Pillar and Stall," or vice versa, shall be considered "New Work."

In making the prices for New Work the Company shall be guided by existing prices in the same mine or other mines in the neighborhood.

Meantime, if the work is continued until such price has been arranged, all men shall be paid on the Day Wage Scale.

EMPLOYEES NOT UNDER JURISDICTION

All employees connected with the Management of the Mine are not to be under the jurisdiction of the United Mine Workers of America or be members thereof, and shall include the following:

Mine Manager or Superintendent, Overman or Assistant Overman, Pit Bosses, Fire Bosses, Boss Driver, Stable Boss, Master Mechanic, Electricians, Weighman, Head Carpenter, Head Blacksmith, Tipple or Breaker Foreman, Loader Boss, Night Watchman, Coke Oven Foreman, Outside Foreman, and all other Foremen, Timekeepers, Coal Inspectors and Head Lampmen.

CONSTRUCTION AND EXTENSIVE REPAIRS

It is agreed that all men working on improvements and extensive repairs are not included in the jurisdiction of the United Mine Workers of America.

The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales, machinery, railroad tracks and switches, etc., necessary for the completion of a plant, all being in the nature of construction work and extensive repairs or rebuilding of the same class of work, are to be considered as improvements and extensive repairs, and the employees thereon are to be excluded as above when employed on such work only.

PENALTY FOR ABSENCE FROM WORK

When any employee absents himself from his work for a period of two (2) days, unless

through sickness or by first having properly arranged with the Pit Boss or Foreman and obtained his consent, he may be discharged. All employees whose absence would cause any stoppage of work must, before absentsing themselves, properly arrange with or notify the Pit Boss or Foreman for or of their absence, otherwise they may be discharged. Any employee who habitually, to the extent of five (5) days per month, absents himself from work may be discharged.

CHECKWEIGHMAN AND CHECK-MEASURERS

The Company will grant the right to the Miners to employ Checkweighers and Checkmeasurers, and will grant the said Checkweighers and Checkmeasurers every facility to enable them to render a correct account of all coal weighed or checked, and will allow the cars to be tared from time to time, and the machine to be properly tested from time to time, and will deduct from the wages of all Contract Miners such amounts as may be designated from time to time, and will pay over the same to the Checkweigher or Checkweighers, Checkmeasurer or Checkmeasurers.

PREFERENCE OF EMPLOYMENT

In case an employee is thrown out of employment, unless discharged, he shall be given preference over new men in other mines in the same camp operated by the same Company.

MINIMUM RATE

When a Miner's working place becomes deficient owing to any abnormal conditions, or

where coal in any district becomes so hard, preventing him from earning the minimum wage of \$6.35 per shift, the Company shall pay him a sufficient amount to secure him the said minimum, providing he has done a fair day's work. Provided, however, regard shall be had to the pay period in which the deficiency is claimed. This shall not apply where work is performed in two separate places, one being normal and the other abnormal.

MINERS TAKEN TO DO COMPANY WORK

The Company shall pay the sum of \$6.35 per day for all miners taken from contract work to do Company work.

DELIVERY OF MATERIAL

In accordance with the Coal Mines Regulation Acts of British Columbia and Alberta, the Company will at all times deliver an adequate supply of suitable timber, rails, ties, planks and sheet iron at the nearest cross-cut to the face of all raise workings, and in places where the regular pit cars go to the working face, without being handled by the miner, they shall be delivered on the cars to the working face; in other places across the pitch the timber, rails, ties, planks and sheet iron will be delivered at the mouth of the room.

LOADING OF COAL FROM CHUTES

In pitching seams, where chutes are used, the Company will handle all coal placed in the chutes by the miners.

DOCTOR AND HOSPITAL ARRANGEMENTS

The matter of doctor and hospital arrangements is to be arranged as provided for by the Workmen's Compensation Acts of Alberta and British Columbia.

STORE

It shall be understood and agreed that the employees shall be at perfect liberty to purchase goods wherever they may choose to do so.

HOLIDAYS

The following days only shall be observed as holidays:

New Year's Day, Good Friday, May First, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, District and International Election Day, Christmas Day.

FUNERALS

In the event of an instantaneous death by an accident in the mine or outside the mine, the miners underground and all other employees may suspend work in the seam where the accident occurred on the day of the accident, but shall resume work on the following day and continue to work till the day of the funeral, when it is optional with them whether they shall work or not.

SUB-CONTRACTING

No sub-contracting shall be allowed in any mine operated by the Company, but this shall not apply to the employment of Backhands.

EMPLOYEES TO CARE FOR MINE

In case of either local or general suspension of mining either at the expiration of this Agreement or otherwise, the Engineers, Firemen and Pumpmen shall not suspend work, but shall, when mining is suspended, fully protect all the Company's property under their care, and operate fans and pumps, and lower and hoist such men and supplies as may be required to protect the Company's property, and any and all coal required to keep up steam at the Company's plant; but it is understood and agreed that the Company will not ask them to hoist any coal for sale on the market.

SINGLE SHIFT

The single shift system in rooms and pillars shall be adhered to as far as practicable.

WET PLACES

A working place in the mine where water drops from the roof in quantities sufficient to wet a man's clothing, or where standing water is over six inches deep, shall be considered a "wet place." The rate for wet places shall be 64 cents per day extra for all inside day wage men. Where extra remuneration is now provided for in contract rates in the Tentative Agreement, same will not be affected.

ROCK MINERS

Where a man is engaged on rock work where hammer and steel are used, he shall be considered a "rock miner" and paid rock miner's wages.

If an air drill is used the driller shall be paid machine runner's wages, and the helper

paid machine runner's helper's wages. The other men engaged shall be classed as "miners or laborers," as may be.

When a man is engaged on work in both rock and coal, if the amount of loose rock is greater than the amount of loose coal he shall be classed as a "rock miner," and where the amount of loose coal is greater than the amount of loose rock he shall be classed as a "coal miner."

BRUSHING

When a man is engaged on brushing, either top or bottom, using the usual drills and tools, he shall be classed as a "coal miner." If the brushing is done by hammer and steel he shall be classed as a "rock miner."

Timbermen taking out rock while engaged in retimbering or repairing shall not be classed as "rock miners."

RETIREMENT

Where any employee has drawn his time before the regular payday, he thereby severs his connection with the Company, and any alleged grievance he may have ceases to be a question for consideration under this agreement. The words "drawn before the regular payday" is satisfied by the application of the employee for, and his receipt of, his time-check before the regular payday.

NOTE—This clause shall not apply with respect of retroactive monies from April 1, 1920.

CHINESE LABOR

The United Mine Workers of America do not in any way prohibit the employment of

Chinese in or around the mine, but where such labor is employed they shall be paid the scale for such work, with the following provisions, i.e., that where they are now employed at Bankhead and Canmore the present rates shall not be interfered with in any way by the United Mine Workers of America during the life of this Agreement.

OIL

Present conditions to prevail.

PAYDAY

All wages earned by any person or persons employed in or about a mine sha'll be paid in accordance with the Coal Mines Regulation Acts of Alberta and British Columbia. Any employee desiring to leave the service of the Company, on his request shall be paid all monies due him within two (2) days after his stoppage of work.

MARKET RESTRICTIONS

It is agreed that District No. 18, United Mine Workers of America, will not in any way restrict or interfere with the marketing of coal or coke to any person, firm or corporation.

TURN OF CARS

The Company shall, as far as possible, supply each and every miner with an equal turn of cars.

BACKHANDS

The present practice of working miners either as partners or with miners and laborers, as it exists in the several camps at the present time, shall be adhered to.

On all Company work the Company shall employ such class of men as the work requires and at the rate of wages provided for in this Agreement.

CONTRACT NOT TO BE VOIDED BY MINERS' CONSTITUTION OR RULES

This contract is in no case to be set aside because of any rule of the United Mine Workers of America now in force or which may hereafter be adopted; nor is this contract to be set aside by reason of any provision in the National, District or Local Constitution.

OVERTIME

All overtime shall be paid for at the Scale Rate per hour. Operators are hereby requested to eliminate overtime and work on Sundays and holidays as far as practicable.

BLASTING

Where in the future blasting is prohibited in the mine and it can be shown that the earnings of the miner are decreased thereby, the contract rates shall be taken up as under the "New Work" clause and an equitable allowance shall be made.

POWDER

Where (explosive supplies) are being sold to the miners they shall be furnished at cost price, which shall include handling, transportation and insurance.

NOTE—In case any dispute should arise under this clause with respect to selling price, it shall be determined by the Joint Committee in the same manner as is provided in Clause

"C" of "Local and General Disputes." It is suggested that representatives of employers and employees in the several fields meet and endeavor to agree upon the selling price.

Where by mutual consent this contract is changed, which change would increase the earnings of the men to a greater degree than provided in the basic agreement, the same shall become effective from the date of signing this Agreement.

That the application of the H.C.L. 92 cents on contract miner's wages (which shall include all contract workers) be made by adding the 27% on the 92 cents, or \$1.17 to his wages for each day's work.

OUTSIDE WAGES

Occupation	Per day	Hrs.
Bottom Man -----	\$5.82	8
Slate Pickers (Boys) -----	3.40	8
Slate Pickers (Men) -----	5.18	8
Car Oilers (Men) -----	5.18	8
Car Oilers (Boys) -----	3.87	8
Tally Boys -----	3.40	8
Teamsters -----	5.82	8
Blacksmiths -----	7.16	8
Blacksmiths' Helpers -----	5.83	8
Carpenters -----	7.16	8
Carpenters' Helpers -----	5.83	8
Power House Engineers -----	\$6.49-7.39	8

(The above rates to apply as effective Oct. 31, 1919)

Hoisting Engineers ----- \$6.21-7.05 8

(The above rates to apply as effective Oct. 31, 1919)

Occupation	Per day	Hrs.
Fan Men -----	5.18	8
Incline Engineers -----	6.49	8
Tail Rope Engineers -----	6.83	8
Endless Rope Engineers -----	6.35	8
Box Car Loader Engineers -----	6.49	8
Tipple Engineers -----	6.49	8
Screen Engine Tender -----	5.41	8
Locomotive Engineer -----	6.49	8
Locomotive Switchman -----	5.97	8
Fireman -----	5.82	8
Fireman's Helper -----	5.41	8
Water Tender -----	5.35	8
Railway Car Handler -----	5.33	8
Tipple Dumper (Man) -----	5.82	8
Tipple Dumpers' Helpers -----	5.40	8
Tipple Dumper (Boy) -----	3.87	8
Top Cagers -----	5.40	8
Car Repairer -----	6.49	8
Car Repairer's Helper -----	5.83	8
Breaker Engineer -----	6.49	8
Lampman (depending upon number of lamps and skill of man) --	\$5.18-5.82	8
Machinists -----	\$6.49-7.16	8
Machinist's Helper -----	5.83	8
Ashman -----	5.18	8
Wiper (Man) -----	5.18	8
Coupler (Man) -----	5.18	8
Coupler (Boy) -----	3.87	8
Breaker Oiler -----	5.35	8
Washer or Tipple Oiler -----	5.35	8
Breaker Picker Boss -----	5.82	8
Timber Framer -----	6.49	8
Timber Sawyer -----	5.40	8
Box Car Shoveller -----	5.82	8
Breaker Platform Boss -----	5.82	8
Breaker Platform Men -----	5.33	8

Occupation	Per day	Hrs.
Breaker Screen Men -----	5.18	8
Rock Bank Men -----	5.18	8
Dirt Bank Men -----	5.18	8
Fan Fireman -----	5.52	8
Stableman -----	5.18	8
Finisher After Box Car Loader ---	5.18	8
Motor Truck Driver -----	6.49	8
All Other Labor Not Classified---	5.18	8

Bee Hive Coke Ovens

Levelling and drawing (6½ ton charge), per oven -----	1.90	
Levelling and drawing (5 ton charge), per oven -----	1.33	
Loading into Box or Open Cars (over 20 tons per month), per ton	.29	
Loading into Box or Open Cars (less than 20 tons per month), per ton -----	.27	
Steam Locomotive Engineer -----	6.49	8
Motorman -----	6.16	8
Larryman -----	5.18	8
Plasterers -----	5.18	8
Carters and Cleaners -----	5.18	8
All Other Labor -----	5.18	8

Belgian Coke Ovens

Ram Engine Man -----	6.49	8
Chargers -----	5.82	8
Clayers -----	5.82	8
Drawers -----	5.82	8
Loaders -----	5.33	8

Briquette Plant

Engineer -----	6.49	8
Briquetter -----	6.65	8

Hrs.	Occupation	Per day	Hrs.
8	Tar Melter -----	5.58	8
8	Laborers -----	5.18	8
8	Oiler -----	5.82	8

The following classified occupations which are now in operation at the respective mines shall be advanced 27% on the wages in effect October 31, 1919, (which shall include the 92c H.C.L.):

Rope Splicer	Lineman
Saddler	Machine Shop Driller
Bricklayer	Saw Filer
Boiler Maker	Wash-house Man
Plumber	Pipe Fitter
Jigger	

INSIDE WAGES

Shot Lighter -----	\$6.35	8
Bratticeman -----	6.35	8
Bratticeman's Helper -----	5.58	8
Timberman -----	6.35	8
Timberman's Helper -----	5.58	8
Tracklayers -----	6.35	8
Tracklayer's Helper -----	5.58	8
Motorman -----	5.98	8
Motorman's Helper -----	5.58	8
Locomotive Engineer -----	5.98	8
Locomotive Switchman -----	5.58	8
Drivers -----	5.98	8
Drivers (Spike Team) -----	6.64	8
Couplers (Men) -----	5.58	8
Couplers (Boys) -----	3.87	8
Switch Boys -----	\$3.40-3.87	8
Door Boys -----	2.97	8
Fan Boys -----	\$2.97-3.87	8
Rope Riders -----	5.98	8
Main and Tail Rope Riders -----	6.35	8

Occupation	Per day	Hrs.
Pushers -----	5.58	8
Buckers -----	5.58	8
Loaders -----	5.58	8
Miners -----	6.35	8
Rock Miners -----	7.01	8
Timber Handlers -----	5.98	8
Cagers, Slope and Incline -----	5.58	8
Cagers, Shaft -----	6.35	8
Machinemen, Air -----	7.01	8
Machinemen, Electric -----	8.79	8
Machinemen's Helper, Air -----	6.35	8
Machinemen's Helper, Electric ---	6.50	8
Pumpmen -----	5.58	8
Pumpmen (Galt Mines) -----	6.21	8
Hoistmen -----	\$5.98-6.35	8
Drivers (Boys) -----	\$3.87-5.58	8
Grippers -----	5.58	8
Grippers (Boys) -----	\$3.87-5.58	8
Pipefitters' Helpers -----	5.58	8
Pick Carriers -----	\$3.40-5.58	8
Clutchmen -----	6.35	8
Rollermen -----	5.58	8
All Other Labor Not Classified ---	5.58	8

08-06

THE CROW'S NEST PASS COAL COMPANY, LIMITED
COAL CREEK COLLIERY

Old No. 1 Mine

MINING RATE: 85 cents per gross ton.

YARDAGE: Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

New No. 1 Mine

MINING RATE: 85 cents per gross ton.

YARDAGE: Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

No. 1 Mine East

MINING RATE: 85 cents per gross ton.

YAR' AGE: Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

**No. 1. Mine North
(Upper Bench)**

MINING RATE: 93 cents per gross ton.

YARDAGE: Levels and parallels, \$2.18 per lineal yard.

Cross-cuts between levels, 2.18 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

(Lower Bench)

MINING RATE: 85 cents per gross ton.

YARDAGE: Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

Provided, that should the coal in the top bench merge with that in the lower, the rates now placed on the "lower bench" shall govern.

No. 1 Mine South

MINING RATE: 85 cents per gross ton.

LONGWALL SYSTEM: 85 cents per gross ton.

YARDAGE: Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

Provided, that the above mining rate shall include the mining out and casting back of slate.

No. 2 Mine

MINING RATE: 93 cents per gross ton.
LONGWALL SYSTEM: 80 cents per gross ton.

YARDAGE: Levels and parallels, \$2.18 per lineal yard.

Cross-cuts between levels, \$2.18 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

No. 3 Mine

(No. 3 Slope and All Workings on the North Side of Slope)

MINING RATE: Pillar and stall system, 93 cents per gross ton.

Longwall system, 93 cents per gross ton.

YARDAGE: Levels and parallels, \$2.90 per lineal yard.

Cross-cuts between levels, \$2.90 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

In Longwall work the Company guarantees to keep the brushing up within 4 feet 6 inches of the face, and when a man failing to do so, through the Company is put to any inconvenience, he shall have the privilege of brushing his own place on Company work; the Company to find the necessary tools.

If at any time the conditions become such that the miner can lift six or eight inches of bottom with the pick without seriously affecting his work as a coal producer, he shall be given the privilege of doing so when required by the Company.

No. 5 Mine

MINING RATE: 93 cents per gross ton.

YARDAGE: Levels and parallels, \$2.18 per lineal yard.

Cross-cuts between levels, \$2.18 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

No. 9 Mine

MINING RATE: Pillar and stall system, 95 cents per gross ton.

Longwall system, 80 cents per gross ton.

YARDAGE: Levels and parallels, \$2.18 per lineal yard.

Cross-cuts between levels, \$2.18 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

CLCD: When the Company requires the miner to take down the clod overlaying the coal, they shall pay him for doing the same, including stowing, 6/10 cents per inch in thickness, per foot in width, per lineal yard; measurement to be taken weekly in the middle of the working place.

BRUSHING: Bottom brushing to be done by the Company.

"B" Mine

MINING RATE: 89 cents per gross ton.

YARDAGE: Levels and parallels (10 feet in width and under), \$2.18 per lineal yard.

Levels and parallels (over 10 feet and to 12 feet in width), \$1.45 per lineal yard.

Cross-cuts between levels and parallels, \$1.45 per lineal yard.

Cross-cuts between rooms, no tracks, 72 cents per lineal yard.

The above mining rate also applies should the bottom bench coal be loaded on a tonnage basis.

MICHEL COLLIERY

No. 3 Mine

MINING RATE: 89 cents per gross ton.

YARDAGE: Levels and parallels, \$2.54 per lineal yard.

Cross-cuts between levels, \$2.54 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

New No. 3 Mine

MINING RATE: 89 cents per gross ton.

YARDAGE: Levels and parallels, \$2.54 per lineal yard.

Cross-cuts between levels, \$2.54 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

No. 4 Mine

MINING RATE: 85 cents per gross ton.

YARDAGE: Levels and parallels, \$2.90 per lineal yard.

Cross-cuts between levels, \$2.90 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

No. 7 Mine

MINING RATE: 93 cents per gross ton.

YARDAGE: Levels and parallels, 10½ feet wide, \$3.48 per lineal yard.

Levels and parallels, 13½ feet wide, \$2.90 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

No. 8 Mine

MINING RATE: 85 cents per gross ton.

YARDAGE: Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

It is agreed that the thickness of coal to be taken out in rooms and pillars shall be twelve feet.

No. 8 North Michel

MINING RATE. 85 cents per gross ton.

YARDAGE: Levels and parallels, \$1.45 per lineal yard.

Cross-cuts between levels, \$1.45 per lineal yard.

Room cross-cuts, no tracks, 72 cents per lineal yard.

Machine Mined Coal

Loaders, 52 cents per gross ton.

Runners, 10 cents per gross ton.

Scrapers, 7½ cents per gross ton.

ALL SEAMS

Fernie and Michel

PILLAR EXTRACTION: When pillars are extracted the price shall be 7½ cents per gross ton less, in all seams, than is paid for solid coal mining.

Dips, raised places and slants for main haulage roads, other than in the form of cross-cuts between rooms, to be paid for at yardage rates equal to levels and parallels.

COGS: When the Company requires the miner to set cogs, they shall be properly filled with rock, provided there is rock handy, which only requires to be moved once, and shall pay for the same at the rate of 24 cents per foot of height per cog 3 feet square, and 32 cents per foot of height per cog 4 feet square. The Company shall set all cogs larger than 4 feet square with Company men.

POSTS: When posts measuring 10 feet or more in length are required to be set, the Company shall pay 48 cents per post. Posts in pillar work in No. 8 Mine, Michel, shall be paid for as at present, 48 cents per post.

Except as above provided in levels or entries where the coal is low or the roof strong enough to stand safely without the use of boom timbers, but it remains necessary to set post timbers with caps for permanently supporting the roof, such posts shall be paid for at the rate of $4\frac{3}{4}$ cents per lineal foot.

FERNIE AND MICHEL

BRIDGE STICKS: "Bridge Sticks" shall be set by Company men or by the miner. If set by the latter they shall be paid for at the rate of \$2.90 per bridge stick.

TRACKLAYING: Tracks with 16 pound rails shall be laid by the miners in levels and parallels, and in rooms and inclines shall be laid by miners after one length of rail from frog and switch is laid by Company. In rooms a rate of 22 cents per lineal yard for single tracks and a rate of 44 cents per lineal yard for double tracks will be paid for all tracks laid by miners.

TIMBERING: With lagging and centre posts, when required, 6 inch to 10 inch, \$1.45 per set; 10 inch to 12 inch, \$1.75 per set; over 12 inches, \$2.18 per set. Heavy timber used in partings, \$2.90 per set, with lagging.

Where centre posts in entries are put up further from the face than the special rules demand, same shall be paid for.

NOTE: It is not the intention of this rule that it is a custom to centre post entries unless in case of danger.

CHUTES: The Company will build the first section of chutes; miners shall build thereafter, and shall be paid at the rate of 44 cents per lineal yard for all chutes built. The Company shall deliver all material to foot of chutes.

BRUSHING: 1¼ cents per foot in width, per inch in depth, per lineal yard.

McGINTYS: For each time the McGinty is moved and properly set the Company will pay \$4.36; \$2.18 for each time the jig or smaller McGinty is moved and properly set; and \$7.26 each time the bull-wheel is moved and properly set. The maximum distance that any of these shall be moved at these figures is 12 feet. The Company reserves to itself the right to move the bull-wheel with labor other than that of the Contract Miners.

FILLING WATER: The Company will pay 50 cents for filling water.

Where small dump cars are used in lieu of regular mine cars going to face, a price of 7¼ cents per cubic yard shall be paid up to a distance of 100 feet.

LOCAL CONDITIONS

Coal to employees, run-of-mine, delivered, Coal Creek and Michel Collieries, \$3.17 per ton.

Coal to employees, screened, delivered, Coal Creek and Michel Collieries, \$3.81 per ton.

Coal to employees, run-of-mine, delivered, Fernie, \$3.49 per ton.

Coal to employees, screened, delivered, Fernie, \$4.13 per ton.

Sanitation per month for each house, \$1.00.

Water per month for each house, \$1.00.

Water per month for each shack, 50 cents.

Water per month for bath, for each house, extra, \$1.00.

Electric light per month, per 16 C.P. light, 50 cents.

Wash-house per month, \$1.00.

Tool sharpening per month, 50 cents.

House rents to remain as in Agreement expiring March 31, 1919, so long as conditions in connection with houses remain the same.

DOCKAGE:

The dirt or slate or other impurities picked from the coal going over the picking tables or screens shall be weighed for a period of twelve working days. From this method of weighing the average weight of waste in each mine car will be determined and form a basis of deductions per car in favor of the Company or, in other words, presuming that the average dirt taken from each car equals 17 pounds, then the Company will have the right to deduct from the weight of each pit car 12 pounds to compensate them for hauling and handling of waste. If the average of waste does not exceed 5 pounds per car there will be no deductions for waste, the 5 pounds per car being considered reasonable allowance for slate or waste that the miner or loader cannot consistently pick out from the various kinds of coal.

If the average weight of dirt in each car exceeds 17 pounds or runs below 17 pounds the difference between the actual average

weight of dirt in each car and the 5 pounds per car allowance shall form the basis of allowance for waste.

It is further understood that this system of weighing the average dirt sent out in each car may be checked at either the request of the miners or the Company at any time during the life of this Agreement.

Further, should the dirty coal or slate sent out by the miners exceed the allowance above specified, the following system of fines to prevail:

First offence: 50 pounds of rock or slate, warning and fine of 100 pounds of coal. After the first offence 65 pounds of rock or slate shall be fined 200 pounds of coal; 85 pounds of rock or slate shall be fined 400 pounds of coal; and 150 pounds of rock or over shall be fined all the coal in the car and liable to discharge.

The weighman shall give the first warning and keep record of offences, and report them daily to the Mine Manager.

The money coming from this special list of fines (after deducting the actual weight of rock) shall be applied to providing prizes for miners' sports or to the entertaining of miners' children.

CORBIN COAL AND COKE COMPANY, LIMITED

No. 4 Mine

ROOMS.

Caps, 11 feet over all, posts 10 feet high, 12 feet clear spread at the bottom, \$13.82 per lineal yard.

Timbers, including all necessary fore:oling, with centre posts, \$2.90 per set.

Timbers exceeding 16 inches diameter at the butt to be paid for at the rate of \$3.62 per set.

Tracks will be laid by the Company, except short lengths next to the face, which shall be laid by the miner free of charge.

OVER-PUSH: All horizontal places over 200 feet to be paid seven (7) cents per cubic yard up to 300 feet, and seven (7) cents per cubic yard extra for each additional 100 feet.

Local Conditions

House rent to remain as at present.

Electric lights, per 16 C.P. light, 50 cents per month.

Mine run coal delivered, \$3.17 per ton.

Screened coal delivered (when practicable) \$3.81 per ton.

PENALTY FOR LOADING IMPURITIES:

The miners are to deliver their coal as free from rock or other impurities as it is practicable, and in case of a miner failing to do so he shall be warned for the first offence; for the second offence or aggravated cases he may be discharged.

Other conditions to remain as at present.

McGILLIVRAY CREEK COAL AND COKE COMPANY, LIMITED

No. 2 Seam

MINING RATE: (Except in pillars) to be 85 cents per gross ton. Pillars to be 74 cents per gross ton.

YARDAGE: Main entries 10 feet wide by 7 feet high on low side and thickness of coal on upper side, price \$2.54 per lineal yard. Coal from main entry, 85 cents per gross ton.

COUNTER-ENTRIES: To be 6 feet by 10 feet, price \$2.54 per lineal yard; coal from counter-entries, 85 cents per gross ton.

CHUTES: Between entries 6 feet by 8 feet, \$2.18 per lineal yard; coal from chutes, 85 cents per gross ton.

ROOM CROSS-CUTS:

To be not less than 8 feet, not to be driven more than 25 feet from one side, no track, \$1.45 per lineal yard.

If over 25 feet and up to 35 feet, yardage 36 cents extra, per lineal yard.

If over 35 feet and up to 50 feet, yardage 72 cents extra, per lineal yard.

If over 50 feet, yardage \$1.08 per lineal yard.

TIMBERING:

Entry Timber: Maximum to be 12 inches in diameter at butt and 14 feet in length, \$2.90 per set, with lagging.

Room Timber: Maximum to be 10 inches in diameter at butt and 16 feet in length, \$1.45 per set. If required to set timber of larger dimensions, to be paid for in proportion or be set by the Company.

PROPS: All props, exclusive of those used to set brattice or chutes, seven cents per lineal foot.

LAGGING:

Entries, cross-cut corners and cross-cuts, \$1.45 per yard, to be the full height of the seam when necessary.

When the Company requests the miner to lag the side of the room sets in No. 2 Seam, 60 cents per side for lagging the side the height required.

TRACKLAYING: All tracks to be laid by the Company, except a pair of temporary rails to the face, which shall be laid by the miners without charge.

CHUTES: 44 cents per lineal yard. Five planks 2 inches by 12 inches, 2 posts every 8 feet with cross pieces, including sheet iron.

BRUSHING:

Brushing shall be paid for at the rate of $1\frac{1}{4}$ cents per foot in width, per inch in depth, per lineal yard, up to 12 feet in width; over 12 feet in width in pillars, no brushing to be paid for.

Brushing in main entry, where a ratchet drill is used 12 cents per lineal yard; if done by hammer and steel, to be Company work.

BRATTICE: 7 cents per lineal yard for each foot in height.

The Company is requested that where more than two contract miners are placing coal into the same chute on a tonnage contract, to

pro rate the tonnage from each working place on a basis of cubical measurements.

Local Conditions

DOCKAGE:

There shall be 55 pounds added to the tare of each car.

First dirty coal, warning only.

Rock over 80 pounds and up to 120 pounds, deduct 400 pounds of coal.

Rock over 120 pounds and up to 150 pounds, deduct 800 pounds of coal.

Rock over 150 pounds and up to 224 pounds, deduct 1600 pounds of coal.

Rock over 224 pounds and up to 280 pounds, deduct 3200 pounds of coal.

Rock over 305 pounds, deduct whole car.

Ninth offence, two days' lay-off.

Tenth offence, discharge.

Each day on which a miner is docked counts as an offence.

Ten offences to be within one month.

Delivery of house coal to workmen to be confined to present townsites of Carbondale and Coieman, at \$3.17 per ton. If the Company are requested to deliver coal beyond said places, arrangements to be made between Company and employees.

INTERNATIONAL COAL AND COKE COMPANY, LIMITED

No. 2 Seam

MINING RATE: (Except in pillars) to be 85 cents per gross ton. Pillars to be 74 cents per gross ton.

YARDAGE:

Levels to be 10 feet wide, 7 feet high on low side and thickness of coal on the up side, \$2.54 per lineal yard.

Parallel airway to be 6 feet by 10 feet, \$2.18 per lineal yard.

Cross-cuts between levels, 6 feet by 8 feet, \$2.18 per lineal yard.

Room cross-cuts to be not less than 8 feet by 8 feet, not to be driven more than 25 feet from one side, no tracks, \$1.45 per lineal yard.

If over 25 feet and up to 35 feet, yardage 36 cents extra, per lineal yard.

If over 35 feet and up to 50 feet, yardage 72 cents extra, per lineal yard.

If over 50 feet, yardage \$1.08 extra, per lineal yard.

TIMBERING:

Entry Timbering: Maximum to be 10 inches in diameter at butt and 14 feet in length, \$2.90 per set, with lagging.

Room Timbers: Maximum to be 10 inches in diameter at butt and 16 feet in length, \$1.45 per set. If required to set timber of larger dimensions, to be paid for in proportion or set by the Company.

PROPS: All props, exclusive of those used to set brattice or chutes, 7 cents per lineal foot.

LAGGING: Entries, cross-cut corners and cross-cuts, \$1.45 per yard, to be the full height of the seam when necessary.

TRACKLAYING: All tracks to be laid by the Company, except a pair of temporary rails to the face, which should be laid by the miner without charge.

CHUTES: 44 cents per lineal yard, 5 planks 2 inches by 12 inches, 2 posts every 8 feet, with cross pieces. This includes sheet iron.

BRATTICE: 7 cents per lineal yard for each foot in height.

BRUSHING: Brushing shall be paid for at the rate of $1\frac{1}{4}$ cents per foot in width, per inch in depth, per lineal yard, up to 12 feet in width; over 12 feet in width in pillars, no brushing to be paid for.

Brushing in the main entry, where a ratchet drill is used 12 cents per lineal yard; if done by hammer and steel, to be Company work.

SKIPPING:

No. 2 Main Entry: First skip in coal.

Present No. 2 Main Entry prices as per Agreement.

Reopening and Retimbering No. 2 Main Entry:

\$14.51 per lineal yard.

\$2.90 per set, 10 feet to 12 feet, inclusive, at height of car.

85 cents per gross ton coal.

No. 4 Seam

No powder.

MINING RATE: (Except in pillars) to be 76 cents per gross ton. Pillars to be 66 cents per gross ton.

YARDAGE: Levels not less than 12 feet wide by thickness of seam, \$5.81 per lineal yard.

Parallels, thickness of seam not less than 10 feet wide, \$1.45 per lineal yard.

Cross-cuts between levels, thickness of seam not less than 8 feet wide, \$1.45 per lineal yard.

Cross-cuts between rooms, thickness of seam not less than 8 feet wide, not to be driven more than 25 feet from one side, \$1.45 per lineal yard.

If over 25 feet and up to 35 feet, yardage 36 cents extra, per lineal yard.

If over 35 feet and up to 50 feet, yardage 72 cents extra, per lineal yard.

If over 50 feet, yardage \$1.08 extra, per lineal yard.

TIMBERING: Same as No. 2 Seam.

PROPS: Same as No. 2 Seam.

LAGGING: Same as No. 2 Seam.

TRACKLAYING: Same as No. 2 Seam.

CHUTES: Same as No. 2 Seam.

BRATTICE: Same as No. 2 Seam.

BRUSHING: Same as No. 2 Seam.

Reopening and Retimbering No. 4 Main Entry:
\$14.51 per lineal yard.

\$2.90 per set, 10 feet to 12 feet. inclusive, at height of car.

76 cents per ton coal.

Local Conditions

DOCKAGE:

Old cars to have 25 pounds added to tare.

New cars to have 35 pounds added to tare.

First: The miner to be warned that he is sending out dirty coal.

Dockage to be as follows:

Over 40 pounds and up to 60 pounds, 200 pounds of coal.

Over 60 pounds and up to 75 pounds, 400 pounds of coal.

Over 75 pounds and up to 112 pounds, 800 pounds of coal.

Over 112 pounds and up to 140 pounds, 1600 pounds of coal.

Over 140 pounds, the whole car (small car) or 3400 pounds of coal.

Large car, over 206 pounds, the whole car.

Upon the ninth offence the miner is subject to two (2) days' lay-off.

Tenth offence, discharge.

Each day upon which the miner is docked counts as an offence. The ten offences to be within one (1) month.

Average car to be average of the cars on the trip before the car in question for that check number.

The Company will deliver workmen's house coal at \$3.17 per ton.

Other conditions to remain as under the Agreement expiring March 31, 1919.

**WEST CANADIAN COLLIERIES,
LIMITED
BLAIRMORE SOUTH MINE
No. 2 Seam**

GANGWAY: 8 foot collar, 11 foot spread, 7 feet clear above rail, \$16.89 per lineal yard, including all timbering, tracklaying, ditching, and handling coal and rock.

RAISES: 6 feet by 10 feet, including building chute and battery. \$6.45 per lineal yard; rate to be proportional with thickness.

COUNTER GANGWAY AND CROSS-CUTS: 6 feet by 6 feet, \$4.61 per lineal yard.

BREAST AND ANGLES: To be driven 12 feet to 15 feet wide, including bratticing and timbering, 70 cents per cubic yard.

PILLARS, INCLUDING TIMBERS: 53 cents per cubic yard.

CHUTE BUILDING, INCLUDING LAYING OF SHEET IRON: 44 cents per lineal yard; if air-tight brattice, 44 cents per lineal yard in addition.

CHUTES: To be 6 feet by 6 feet, arched at top, including chute and sheet iron, \$5.38 per lineal yard, no timber.

MANWAY: To be 6 feet by 6 feet, arched at top, \$4.61 per lineal yard, no timber except steps.

BREASTS ACROSS PITCH: To be driven 12 feet wide, by height of seam, including timbering and stringers and three posts, 4 feet apart, 5 feet centres. tracklaying and lagging. Coal to be put into chute and rock

gobbed if required. Price \$1.08 per cubic yard. Same price for room necks not to exceed 8 feet in length.

PILLARS ACROSS PITCH:

Price 70 cents per cubic yard, including timbering and building temporary chute if necessary. Coal to be put in chute and rock gobbed if required.

In chutes and manways the price is based on from 5 to 6 feet; thickness of coal, if more or less than 5 or 6 feet, to be paid for proportionately down to 4 feet.

All horizontal breasts driven over 200 feet to be paid 72 cents per lineal yard extra up to 300 feet.

GREENHILL MINE

No. 1 Seam

GANGWAY: 8 foot collar between notches, 11 foot spread, 7 feet clear above rail, including all timbering, tight lagging, tracklaying, ditching, and loading coal and rock in separate cars, \$16.89 per lineal yard.

RAISES: 6 feet by 6 feet or 6 feet by 8 feet, including timbering, bratticing and chute building, \$1.14 per cubic yard. First length of chute (12 feet) to be \$7.26 if built by miner.

Timbering, \$1.45 per set; a set to consist of three pieces where necessary.

COUNTER GANGWAY:

6 feet by 6 feet, including timbering, bratticing and handling coal, \$1.33 per cubic yard.

Timbering, \$1.45 per set; a set to consist of three pieces where necessary.

ROOMS UP PITCH AND ANGLES:

To be not less than $12\frac{1}{2}$ feet wide, to include timbering, sheet iron and manway, 76 cents per cubic yard.

To be 7 feet by 10 feet, to include timbering, chute building, air-tight brattice, laying sheet iron and manway, \$1.14 per cubic yard.

Timbering, \$1.45 per set; a set to consist of three pieces where necessary.

ROOMS ACROSS PITCH:

To be from 8 feet to $12\frac{1}{2}$ feet wide, to include timbering, bratticing, laying track, handling coal and gobbing rock, \$1.14 per cubic yard.

Timbering, \$1.45 per set; a set to consist of three pieces where necessary.

All horizontal breasts driven over 200 feet to be paid \$1.45 per yard extra up to 300 feet.

CROSS-CUTS:

6 feet by 6 feet, including timbering, bratticing, handling coal, \$1.14 per cubic yard.

Where shovelling is necessary, if driven over 25 feet from one side, 72 cents extra up to 50 feet. Over 50 feet to be mutually arranged.

Corners: \$2.90 per corner, 3 posts secured and lagged.

Timbering: \$1.16 per set; a set to consist of three pieces where necessary.

PILLARS:

Including all work necessary to deliver coal in a clean manner and keep the place in a satisfactory condition, 66 cents per cubic yard.

First length of chute in Main and Back Angles, \$5.81.

Double laying of sheet iron, 44 cents per yard.

Building and tearing down platform, \$4.36.

Bulkhead and batteries to be built by Company men.

NEEDLING: Where the Company requires needling in of the collar of the breast sets on one rib and hitching in the collar of the opposite rib, a price of \$1.01 to be paid. Minimum depth of needling 8 inches.

No. 2 Seam

GANGWAY:

8 feet collar between notches, 11 feet spread, 7 feet clear above rail, including all timbering, tight lagging, ditching, and loading coal and rock in separate cars, \$16.89 per lineal yard. To include also the laying of ties and short length rails. Laying permanent track in entries, 22 cents per yard.

6 feet by 6 feet or 6 feet by 8 feet, \$1.27 per cubic yard.

Timbering, \$1.45 per set; a set to consist of three pieces where necessary.

First length of chute 12 feet, to be \$7.26 if built by miner.

COUNTER GANGWAY:

6 feet by 6 feet, handling coal, \$1.33 per cubic yard.

Timbering, \$1.45 per set; a set to consist of three pieces where necessary.

ROOMS UP THE PITCH AND ANGLES:

To be not less than 9 feet wide, nor more than 11 feet wide, \$1.14 per cubic yard.

Timbering, \$1.45 per set; a set to consist of three pieces where necessary.

ANGLE CROSS-CUTS:

6 feet by 6 feet, handling coal, \$1.33 per cubic yard.

If driven over 25 feet and shovelling is necessary, 72 cents per lineal yard extra up to 50 feet. Over 50 feet to be mutually arranged.

CORNERS (CROSS-CUT): \$2.90 per corner, consisting of three posts securely lagged.

TIMBERING (CROSS-CUT): \$1.16 per set; a set to consist of three pieces where necessary.

PILLARS:

When pillars are extracted in this seam, an application for a rate will be in order.

If conditions in this seam develop so that the size of the rooms can be increased, then an application for an adjustment in rates will also be in order.

First length of chute in main and back angles, \$5.81.

Double laying of sheet iron, 44 cents per lineal yard.

Building and tearing down platform, \$4.36.

Bulkhead and batteries to be built by Company men.

Brushing bottom rock in No. 5 Gangway in No. 2 Seam; Brushing in main entry, where a

ratchet drill is used, 12 cents per inch, per lineal yard; if done by hammer and steel to be Company work.

BELLEVUE MINE

No. 1 Seam

GANGWAY: To be driven 11 feet collar, 14 feet spread, 7 feet clear above rail, \$21.50 per lineal yard, including all timbering, track-laying, and handling of coal and rock. Rate to be proportional to length of collar, down to 8 feet.

CHUTES: To be driven 7 feet by 10 feet, including building chutes, \$8.45 per lineal yard; first length of chute and battery, \$7.26 if not built by the Company.

Timbering: \$1.45 per set; a set to consist of three pieces where necessary.

COUNTER GANGWAY: To be driven 6 feet by 6 feet from outside end by ca \$5.38 per lineal yard, including all timbering, track-laying, bratticing and handling of coal and rock. Three-piece sets, \$1.16 per set.

AIRWAY: To be driven 7 feet high above rail to bottom of timber and 7 feet collar, and 10 feet spread at bottom, including timbering, three-piece sets, lagging, laying track, loading and dumping coal, \$13.82 per lineal yard.

CROSS-CUTS:

To be driven 6 feet by 6 feet both sides, \$4.61 per lineal yard.

Corners: \$2.90, consisting of three posts securely lagged.

Timbering: \$1.16 per set; a set to consist of three pieces where necessary.

If driven over 25 feet from one side, 72 cents per lineal yard extra up to 50 feet.

Over 50 feet, to be mutually arranged.

CROSS-CUTS (UP THE PITCH): For loading, pushing, etc., coal which is mined from cross-cuts which are driven up the pitch between rooms across the pitch, where the contract miner performs this work he shall be paid 36 cents per cubic yard for the coal which he handles in this way.

BREASTS (UP THE PITCH): To be driven 10 feet by 20 feet, including timbering, chute and air-tight brattice, \$17.06 per lineal yard. Three-piece sets if required, \$1.45 per set. Breasts of greater or less dimensions to be paid for in proportion down to a width of $13\frac{1}{2}$ feet.

PILLARS:

66 cents per cubic yard, including setting of five rows of props where necessary.

Where a barrier is left when drawing a pillar, 71 cents per ton shall be paid for the top $13\frac{1}{2}$ feet of the pillar.

BREASTS (ACROSS THE PITCH):

To be 10 feet high by 8 to $12\frac{1}{2}$ feet wide including hauling coal, bratticing and laying track, and timbering, \$1.14 per cubic yard; three-piece sets if required, \$1.45 per set.

All horizontal breasts driven over 200 feet to be paid \$1.45 per yard up to 300 feet.

No. 2 Seam

GANGWAY: To be driven 11 feet collar, 14 feet spread, 7 feet clear above rail, \$21.50 per lineal yard, including all timbering, track-laying, and handling of coal and rock. Rate to be proportional to length of collar, down to 8 feet.

CHUTES: To be driven 7 feet by 10 feet, including building chute, \$8.45 per lineal yard; first length of chute and battery \$7.26 if not built by the Company.

Timbering: \$1.45 per set; a set to consist of three pieces where necessary.

COUNTER GANGWAY: To be driven 6 feet by 6 feet from outside end by car, \$5.38 per lineal yard, including timbering, track-laying, bratticing, and handling of coal and rock; three-piece sets, \$1.16 per set.

AIRWAY: To be driven 7 feet high above rail to bottom of timber and 7 feet collar and 10 feet spread at bottom, including timbering, three-piece sets, lagging, laying track, loading and dumping coal, \$13.82 per lineal yard.

CROSS-CUTS: To be driven 6 feet by 6 feet both sides, \$4.61 per lineal yard.

Corners: \$2.90, consisting of three posts securely lagged.

Timbering: \$1.16 per set; a set to consist of three pieces where necessary.

If driven over 25 feet from one side, 72 cents per lineal yard extra up to 50 feet.

Over 50 feet to be mutually arranged.

CROSS-CUTS (UP THE PITCH): For loading, pushing, etc., coal which is mined from

cross-cuts which are driven up the pitch, where the contract miner performs this work he shall be paid 36 cents per cubic yard for the coal which he handles in this way.

BREASTS (UP THE PITCH): To be driven 10 feet by 20 feet, including timbering, chute and air-tight brattice, \$17.06 per lineal yard. Three-piece sets if required, \$1.45 per set. Breasts of greater or less dimensions to be paid for in proportion down to a width of 13½ feet.

PILLARS:

66 cents per cubic yard, including setting of five rows of props where necessary.

For driving across top of barrier pillars, 13½ feet wide, 71 cents per ton.

BREASTS (ACROSS PITCH):

To be 10 feet high by 8 to 12½ feet wide, including hauling coal, bratticing, and laying track and timbering, \$1.14 per cubic yard; three-piece sets if required, \$1.45 per set.

All horizontal breasts driven over 200 feet to be paid \$1.45 per yard up to 300 feet.

No. 4 Seam

GANGWAY: To be driven 8 feet collar, 12 feet spread, 7 feet clear above rail, \$16.89 per lineal yard. Rock in centre, \$1.82 per lineal foot.

COUNTER GANGWAY: To be driven 6 feet by 6 feet, \$5.38 per lineal yard; three-piece sets, \$1.16 per set.

CHUTES: To be driven 7 feet by 10 feet, \$8.45 per lineal yard.

Timbering: \$1.45 per set; a set to consist of three pieces where necessary.

BREASTS:

To be driven 5 feet by 20 feet, \$9.22 per lineal yard; three-piece sets if required, \$1.45 per set.

If seam is less than 5 feet, to be paid \$1.54 less for each foot in reduction, and to increase at the rate of \$1.54 per lineal yard per foot in thickness.

CROSS-CUTS:

To be driven 6 feet by 6 feet, \$4.61 per lineal yard.

Corners: \$2.90, consisting of three pieces securely lagged.

Timbering: \$1.16 per set; a set to consist of three pieces where necessary.

If driven over 25 feet from one side, 72 cents per lineal yard extra up to 50 feet.

CROSS-CUTS (UP THE PITCH): For loading, pushing, etc., where coal is mined from cross-cuts which are driven up the pitch, when the miner performs this work he shall be paid 36 cents per cubic yard for the coal which he handles in this way.

PILLARS: 70 cents per cubic yard, including setting of five rows of props where necessary.

All Seams

In case the Company wishes to pay on basis of cubical contents, the rate paid shall be according to existing basis of measurements and prices.

Double laying of sheet iron, 44 cents per yard.

Laying sheet iron in pillars, $1\frac{1}{4}$ cents per ton.

Company men to furnish their own tools, which the Company agrees to take back when they leave the service at their initial value.

BLAIRMORE, GREENHILL AND BELLEVUE MINES—ALL SEAMS

CHUTE BUILDING: Shall be paid for at the rate of 44 cents per yard, 5 planks 2 inches by 12 inches, 2 posts 8 feet, with cross pieces. This includes sheet iron.

BRATTICE: 7 cents per lineal yard for each foot in height.

CLAY: To be placed nearest cross-cut to face.

MANWAY: Ladders 2 feet wide, one foot between rungs, 29 cents per lineal yard.

Local Conditions

Run-of-mine coal delivered to workmen, \$3.17 per ton.

Screened coal delivered to workmen, \$3.81 per ton.

Delivery of coal to be confined to Townsite of Bellevue, owned by the West Canadian Collieries, Ltd., and the present Townsite of Blairmore; if the Company is requested to deliver coal beyond said places, arrangements to be made between the Company and employees.

DOCKAGE: Miners are to deliver their coal as free from rock and other impurities as it is practicable, and in case of a miner failing to do so he shall be warned for the first offence; for the second offence or aggravated cases he may be discharged.

CHINOOK COAL COMPANY, LIMITED

All coal to be paid for on screened coal basis, one ton being considered 2,000 pounds.

PICK MINING: Mining and loading of coal, furnishing explosives, handling cars, unloading timber, handling all rock and other waste, setting all timber, including laying track beyond switch, taking up track in retreating, \$1.06 per ton. Cribs in pillars and stumps, when ordered, 72 cents per crib. Lifting bottom in squeezed pillars and stumps, when ordered, to be paid for on the basis of 62 cents per lineal yard for one foot in thickness. When ordered to retimber roads for squeezed pillars or stumps, timber to be paid for at 58 cents per set for round timber and 29 cents for squared timber; and top brushing, either gobbed or loaded in cars as ordered, to be paid for on the basis of 62 cents per lineal yard for one foot in thickness.

Runners

MACHINE MINING: Undercutting rooms and pillars, 20 cents per ton; narrow work (8 feet wide or under, except room cross-cuts) 28 cents per ton; room cross-cuts five feet wide or less, 54 cents per lineal yard and 20 cents per ton. Cutting across pillars at face of rooms, any width, 20 cents per ton. Cutting through faults, entry width and height, 35 cents per

lineal foot. Unweighed coal, entry width and height, 28 cents per lineal foot. Entries to be cut to give a minimum height of five feet two inches between top of permanent rails and bottom of cross-bars.

Scrapers

Undercutting rooms and pillars, 15 cents per ton; narrow work (8 feet wide or under, except room cross-cuts) 21 cents per ton; room cross-cuts, 40 cents per lineal yard and 15 cents per ton. Cutting across pillars at face of rooms, any width, 15 cents per ton. Cutting through faults, entry width and height, 26 cents per lineal foot. Unweighed coal, entry width and height, 21 cents per lineal foot.

Loaders

IN ROOMS: Shooting and loading coal, unloading timber, furnishing explosives, taking down top slate, and gobbing all rock and other waste, or loading in cars, if ordered, laying track, timbering and preparing place for cutting, and handling cars from and to entry, 80 cents per ton.

Bone coal in any portion of the seam, except top or bottom, which exceeds the total thickness of four inches shall be paid for at the rate of 62 cents per lineal yard. Room cross-cuts, pick work, \$2.26 per lineal yard and 87 cents per ton, including timbering as directed; machine mined from four to six feet wide, \$1.31 per lineal yard and 80 cents per ton, including timbering as directed. Lifting bottom in squeezed rooms, when ordered, on the basis of 62 cents per lineal yard for each foot in depth. When retimbering roads in squeezed

rooms, when ordered, top brushing, either gobbled or loaded in cars as directed, to be paid for on the basis of 62 cents per lineal yard for each foot in thickness; timbering, 29 cents per set for squared timber and 58 cents per set for round timber. A set of timber consists of a cross-bar and two props. Resetting props, when ordered, and centre propping roads, 7 cents per prop. Room necks, \$5.81 each. Water in rooms, where necessary, to remove same from the face by pump or water tanks, on the basis of \$2.90 for each half month. Dynamite free in wet shot holes.

IN NARROW WORK: (8 feet wide or under, except in room cross-cuts)—shooting and loading coal, furnishing explosives, unloading timber and handling cars, taking down top slate to entry height and loading up all rock and other waste, laying temporary track and preparing place for cutting, \$1.21 per ton.

Laying permanent track in entries, $3\frac{1}{2}$ cents per foot of track. Where contract miners in pillars lay or relay track, they shall be paid for same at the rate of $3\frac{1}{2}$ cents per foot of track. Measurements to be taken from one end of switch to point where pillar extraction commences.

Bone coal in any portion of the seam, except top or bottom, which exceeds the total thickness of four inches shall be paid for at the rate of 62 cents per lineal yard. Timber in entries, entry cross-cuts and room necks, squared timbers 29 cents per set, round timbers 58 cents per set, to include lagging where necessary. Taking off corners for curves, where ordered, \$2.18 each. Brushing bottom

in entries, entry width, on the basis of \$1.13 per lineal yard for one foot in depth. Brushing top in entries to little coal, entry width, \$1.08 per lineal yard. Cutting through faults, entry width and height, \$1.82 per lineal foot. Unweighed coal, entry width and height, \$1.21 per lineal foot. Wet places in entries, 14 cents per ton extra. Dynamite free in wet places and wet shot holes. Water in entries, where necessary to remove same from the face by pump or water tanks, on the basis of \$2.90 for each half month or 29 cents per tank when tank is loaded by miners. This does not apply where 14 cents per ton extra is paid in wet places. Resetting props when directed, 7 cents per prop. A set of timber consists of a cross-bar and two props. Bridge sticks 6 inches by 6 inches or round timber, 58 cents per set.

All other prices and conditions underground to remain as existing previous to March 31, 1919.

Local Conditions

DOCKAGE: A loader will be fined 25 cents for each offence for sending out dirty coal, and after the third offence he may be discharged. When fined, his number will be placed on the dock-board on the bankhead. The placing of his number on the dock-board will be considered as due warning.

ABNORMAL CONDITIONS: An abnormal condition shall be considered as a condition where the seam is faulty or thins out to a point less than 48 inches in thickness. If the seam is under 48 inches in thickness, $3\frac{1}{4}$ cents per ton extra for each inch will be paid.

INSIDE WAGES: To be computed from the time at which the first workman in the shift leaves the surface to the time the first workman in the shift returns to the surface.

GALT MINES

All coal to be paid for on screened coal basis, one ton being considered 2,000 pounds.

PICK MINING: Mining and loading of coal, furnishing explosives, handling cars, unloading timber, handling all rock and other waste, setting all timber, including laying track beyond switch, taking up track in retreating, \$1.06 per ton. Cribs in pillars and stumps, when ordered, 72 cents per crib. Lifting bottom in squeezed pillars and stumps, when ordered, to be paid for on the basis of 62 cents per lineal yard for one foot in thickness. When ordered to retimber roads in squeezed pillars or stumps, timber to be paid for at 58 cents per set for round timber and 29 cents for squared timber, and top brushing, either gobbed or loaded in cars as ordered, to be paid for on the basis of 62 cents per lineal yard for one foot in thickness.

Runners

MACHINE MINING: Undercutting rooms and pillars, 20 cents per ton; narrow work (8 feet wide or under, except room cross-cuts) 28 cents per ton; room cross-cuts five feet wide or less, 54 cents per lineal yard and 20 cents per ton. Cutting across pillars at face of rooms, any width, 20 cents per ton. Cutting through faults, entry width and height, 35 cents per lineal foot. Unweighed coal, entry width

and height 28 cents per lineal foot. Entries to be cut to give a minimum height of five feet two inches between top of permanent rails and bottom of cross bars.

Scrapers

Undercutting rooms and pillars, 15 cents per ton; narrow work (8 feet wide or under except room cross-cuts) 21 cents per ton; room cross-cuts, 40 cents per lineal yard and 15 cents per ton. Cutting a cross pillar at face of rooms, any width, 15 cents per ton. Cutting through faults, entries width and height, 26 cents per lineal foot. Undercutting entries width and height, 21 cents per lineal foot.

Loaders

IN ROOMS: Shooting and loading coal, unloading timber, furnishing explosives, making crown top slate, and gobbing all rock, other than waste, or loading on cars, if ordered, laying track, timbering and preparing places for cutting, and running cars from end to entry, 80 cents per ton. Boots 3 inches by 6 inches, 29 cents each; boots 3 inches by 5 inches, 18 cents each.

Bone coal in any portion of the seam, except top or bottom, which is the total thickness of four inches, shall be paid for at the rate of 62 cents per lineal yard. Room cross-cuts, pick work \$2.26 per lineal yard and 87 cents per ton, including timbering as directed; machine mined from four to six feet wide, \$1.31 per lineal yard and 80 cents per ton, including timbering as directed. Lifting bottom in squeezed entries when ordered, on the basis of 10 cents per lineal yard for each foot in

depth; top brushing, either gobbed or loaded in cars, as directed, to be paid for on the basis of 62 cents per lineal yard for each foot in thickness; timbering, 29 cents per set for squared timber and 58 cents per set for round timber. A set of timber consists of a cross-bar and two props. Resetting props, when ordered, and centre propping roads, 7 cents per prop. Room necks, \$5.81 each. Vents in rooms, where necessary to remove sand from the face by pump or water tanks, on the basis of \$2.90 for each half month. Dynamite free in wet shot holes.

IN NARROW WORK (8 feet wide or under, except in room cross-cuts): Shooting and loading coal, fuelling explosives, unloading timber and emptying cars, taking down top slate to entry, cutting and loading up all rock and other waste, laying temporary track and preparing place for cutting, \$1.21 per ton.

Laying permanent track in entries, $3\frac{1}{2}$ cents per foot of track. Bone coal in any portion of the seam, except top or bottom, which exceeds the total thickness of four inches, shall be paid for at the rate of 62 cents per lineal yard. Timber in entries, entry cross-cuts and room necks, squared timbers 29 cents per set, round timbers, 58 cents per set, to include lagging where necessary. Taking off corners for curves, where ordered, \$2.18 each. Brushing bottom in entries, entry width, on the basis of \$1.13 per lineal yard for one foot in depth. Brushing top in entries to little coal, entry width, \$1.08 per lineal yard. Cutting through faults, entry width and height, \$1.82 per lineal foot. Unweighed coal, entry width and height, \$1.21 per lineal foot. Wet places in entries,

14 cents per ton extra. Dynamite free in wet places and wet shot holes. Water in entries, where necessary to remove same from the face by pump or water tanks, on the basis of \$2.90 for each half month or 29 cents per tank when tank is loaded by miners. This does not apply where 14 cents per ton extra is paid in wet places. Resetting props, when directed, 7 cents per prop. A set of timber consists of a cross-bar and two props. Bridge sticks 6 inches by 6 inches or round timber, 58 cents per set.

All other prices and conditions underground to remain as existing previous to March 31, 1919.

Local Conditions

DOCKAGE: A loader will be fined 25 cents for each offence for sending out dirty coal, and after the third offence he may be discharged. When fined his number will be placed on the dock-board on the bankhead. The placing of his number on the dock-board will be considered as due warning.

ABNORMAL CONDITIONS: An abnormal condition shall be considered as a condition where the seam is faulty or thins out to a point less than 48 inches in thickness. If the seam is under 48 inches in thickness, $3\frac{1}{4}$ cents per ton extra for each inch will be paid.

INSIDE DAY WAGES:

To be computed from the time the first workman in the shift leaves the surface to the time the first workman in the shift returns to the surface.

Wash house, \$1.00 per month.

Electric lamps, 1% of gross earnings.

Employees to deliver their own coal.

FEDERAL COALS, LIMITED

ENTRIES:

8 feet wide and 5 feet 2 inches from top of rail to bottom of boom, mining, shooting and loading of coal, furnishing explosives, unloading of timber and handling cars, loading up all rock and other waste, \$2.19 per ton.

Lifting bottom or brushing down top in entries: For each foot in depth for width of entry, \$1.13 per yard.

Permanent track to be laid by the miner when ordered, with ties placed not more than three feet apart centre to centre, $3\frac{1}{2}$ cents per lineal foot.

ROOMS:

16 feet wide and over, mining, shooting and loading of coal, unloading of timber, handling all rock and other waste, setting all timber, \$1.46 per ton.

In room work the ribside next to the roadway shall be squared up in a workmanlike manner, and no top coal shall be left overhanging. All booms shall be notched into coal to a distance of at least six inches at one end, and with prop set under the other end of boom. These booms shall not be more than three feet apart centre to centre unless authorized by the overman in charge.

PILLARS:

Mining, shooting and loading of coal, unloading of timber, handling of cars, handling of rock and other waste, \$1.06 per ton.

Allowance in pillars account hand pick room conditions, \$1.34 per ton.

DEFICIENT PLACES: Shall be paid for at the regular shift wage rate, but the official in charge shall have the right to call upon any competent miner in the employment of the Company to take his turn of work in such places.

WET PLACES:

In entries, 14 cents per ton extra. Dynamite free in wet places and wet shot holes. Water in entries, where necessary to remove same from the face by pump or water tanks, on the basis of \$2.90 for each half month or 29 cents per tank where tank is loaded by the miner. This does not apply where 14 cents per ton is paid in wet places.

In rooms, where necessary to remove same by pump or water tanks, on the basis of \$2.90 for each half month.

Dynamite free in wet shot holes.

YARDAGE FOR BONE:

Bone coal in the seam, over 4 inches in thickness, 62 cents per lineal yard.

Allowance account of poor mining conditions, 16 cents per lineal yard.

Total, 78 cents per lineal yard.

ROOM CROSS-CUTS: Cross-cut between rooms, \$2.18.

TIMBERING: Light booms, 29 cents per set. Heavy booms, including 6 inches by 8 inches, or heavy round timbers, 55 cents per set. Five booms to be paid for in room necks, 29 cents per set.

HOUSE COAL:

Coal to be supplied to the employees for their own use at price of \$2.86 per ton screened coal F.O.B. mine.

Where machines are used in these mines, the following rates shall apply:

All coal to be paid for on screened coal basis, one ton being considered 2,000 pounds.

PICK MINING: Mining and loading of coal, furnishing explosives, handling cars, unloading timber, handling all rock and other waste, setting all timber, including laying track beyond switch, taking up track in retreating, \$1.06 per ton. Cribs in pillars and stumps, when ordered, 72 cents per crib. Lifting bottom in squeezed pillars and stumps, when ordered, to be paid for on the basis of 62 cents per lineal yard for one foot in thickness. When ordered to retimber roads in squeezed pillars or stumps, timber to be paid for at 58 cents per set for round timber and 29 cents for squared timber, and top brushing, either gobbled or loaded in cars as ordered, to be paid for on the basis of 62 cents per lineal yard for one foot in thickness.

Runners

MACHINE MINING: Undercutting rooms and pillars, 20 cents per ton; narrow work (8 feet wide or under, except room cross-cuts) 28 cents per ton; room cross-cuts five feet

wide or less, 54 cents per lineal yard and 20 cents per ton. Cutting across pillars at face of rooms, any width, 20 cents per ton. Cutting through faults, entry width and height, 35 cents per lineal foot. Unweighed coal, entry width and height, 28 cents per lineal foot. Entries to be cut to give a minimum height of five feet two inches between top of permanent rails and bottom of cross-bars.

Scrapers

Undercutting rooms and pillars, 15 cents per ton; narrow work (8 feet wide or under, except room cross-cuts) 21 cents per ton; room cross-cuts, 40 cents per lineal yard and 15 cents per ton. Cutting across pillars at face of rooms, any width, 15 cents per ton. Cutting through faults, entry width and height, 26 cents per lineal foot. Unweighed coal, entry width and height, 21 cents per lineal foot.

Loaders

IN ROOMS:

Shooting and loading coal, unloading timber, furnishing explosives, taking down top slate, and gobbing all rock and other waste or loading in cars if ordered, laying track, timbering and preparing place for cutting, and handling cars from and to entry, 80 cents per ton. Booms 4 inches by 6 inches, 29 cents each; booms 3 inches by 5 inches, 18 cents each.

Bone coal in any portion of the seam, except top or bottom, which exceeds the total thickness of four inches shall be paid for at the rate of 62 cents per lineal yard. Room cross-cuts, pick work, \$2.26 per lineal yard

and 87 cents per ton, including timbering as directed; machine mined from four to six feet wide, \$1.31 per lineal yard and 80 cents per ton, including timbering as directed. Lifting bottom in squeezed rooms, when ordered, on the basis of 62 cents per lineal yard for each foot in depth; top brushing, either gobbed or loaded in cars as directed, to be paid for on the basis of 62 cents per lineal yard for each foot in thickness; timbering 29 cents per set for squared timber and 58 cents per set for round timber. A set of timber consists of a cross-bar and two props. Resetting props, when ordered, and centre propping roads, 7 cents per prop. Room necks, \$5.81 each. Water in rooms, where necessary to remove same from the face by pump or water tanks, on the basis of \$2.90 for each half month. Dynamite free in wet shot holes.

IN NARROW WORK (8 feet wide or under, except in room cross-cuts):

Shooting and loading coal, furnishing explosives, unloading timber and handling cars, taking down top slate to entry height, and loading up all rock and other waste, laying temporary track and preparing place for cutting, \$1.21 per ton.

Laying permanent track in entries, $3\frac{1}{2}$ cents per foot of track. Bone coal in any portion of the seam, except top or bottom, which exceeds the total thickness of four inches shall be paid for at the rate of 62 cents per lineal yard. Timber in entries, entry cross-cuts and room necks, squared timbers 29 cents per set, round timbers, 58 cents per set, to include lagging where necessary. Taking off corners

for curves, where ordered, \$2.18 each. Brushing bottom in entries, entry width, on the basis of \$1.13 per lineal yard for one foot in depth. Brushing top in entries to little coal, entry width, \$1.08 per lineal yard. Cutting through faults, entry width and height, \$1.82 per lineal foot. Unweighed coal, entry width and height, \$1.21 per lineal foot. Wet places in entries, 14 cents per ton extra. Dynamite free in wet places and wet shot holes. Water in entries, where necessary to remove same from the face by pump or water tanks, on the basis of \$2.90 for each half month or 29 cents per tank when tank is loaded by miners. This does not apply where 14 cents per ton extra is paid in wet places. Resetting props, when directed, 7 cents per prop. A set of timber consists of a cross-bar and two props. Bridge sticks 6 inches by 6 inches or round timber, 58 cents per set.

All other prices and conditions underground to remain as existing previous to March 3 1919.

Local Conditions

DOCKAGE: A loader will be fined 25 cents for each offence for sending out dirty coal, and after the third offence he may be discharged. When fined his number will be placed on the dock-board on the bankhead. The placing of his number on the dock-board will be considered as due warning.

ABNORMAL CONDITIONS: An abnormal condition shall be considered as a condition where the seam is faulty or thins out to a point less than 48 inches in thickness. If the seam is under 48 inches in thickness, $3\frac{1}{4}$ cents per ton extra for each inch will be paid.

**THE CANMOORE COAL COMPANY,
LIMITED**

No. 1 Seam

BREASTS: 20 feet wide, 4 feet high, \$8.88 per lineal yard.

PILLARS: 30 feet wide, 4 feet high, \$9.68 per lineal yard; increasing or decreasing thickness of seam to be paid for proportionately at \$1.14 per lineal yard, per foot, down to a minimum thickness of three feet, including dirt or rock.

SKIPS: \$4.03 per lineal yard, 10 feet wide, 4 feet high; increasing or decreasing thickness of seam to be paid for at the rate of 38 cents per foot, per lineal yard, down to a minimum thickness of 3 feet, including dirt or rock.

No. 2 Seam

BREASTS: 20 feet wide, coal to be paid for in proportion at \$1.61 per foot, per lineal yard, for each foot in thickness.

PILLARS: 30 feet wide, coal to be paid for in proportion at \$2.02 per foot, per lineal yard, for each foot in thickness.

SKIPS: 10 feet wide, coal to be paid for in proportion at 80 cents per foot, per lineal yard, for each foot in thickness. Rock in this seam to be paid for at 14 cents per inch, per lineal yard.

No. 3 Seam

Prices to be the same at No. 1 Seam. The basis of measurement to be a maximum thick-

ness of seam at 5 feet, instead of 4 feet as in No. 1 Seam.

No. 4 Seam

BREASTS: 20 feet wide, \$9.68 per lineal yard, 4 feet thickness; increasing or decreasing thickness of seam to be paid proportionately at \$1.14 per foot, per lineal yard.

PILLARS: 30 feet wide, 4 feet thickness, \$9.68 per lineal yard; increasing or decreasing thickness of seam to be paid for proportionately at \$1.14 per foot, per lineal yard, down to a minimum thickness of 3 feet, including dirt or rock.

SKIPS: 10 feet wide, 4 feet thickness, \$4.84 per lineal yard; increasing or decreasing thickness to be paid for proportionately at 38 cents per foot, per lineal yard.

Carey Seam

GANGWAY:

6 foot collar, 10 feet spread, 6 feet 6 inches high in the clear, as driven at present, and including coal, rock, timbering and laying track, per lineal yard \$19.19.

13 foot collar over all, 6 feet clear from bottom of collar to top of rail, 3 posts under collar, collar to be notched for low side post, securely lagged, \$22.86 per lineal yard.

BREASTS (UP THE PITCH): 12 feet wide and 7 feet thickness of coal, including timbering, chute and stairway, and brattice building, per lineal yard \$10.36.

BREASTS (ACROSS THE PITCH): 12 feet wide and 7 feet thickness of coal, including timbering, brattice, track laying and handling of coal, per lineal yard \$9.60.

PILLARS:

30 feet wide and 7 feet thickness of coal, including timbering and handling of coal, per lineal yard \$15.35.

These prices are based upon the present system of working; if a seam is more than 7 feet or less than 7 feet, to be paid for proportionately.

Stewart Seam

GANGWAY: To be driven 16 feet wide by height of seam, including all post timbering and lagging, including handling coal and rock, per net ton 89 cents. If 25 degrees pitch or under, \$1.45 per lineal yard. If over 25 degrees pitch, \$2.54 per lineal yard.

BREASTS OR ANGLES: To be driven 16 feet wide by height of seam, including all post timbering, lagging, handling coal and rock, per net ton 89 cents where coal is loaded in regular mine car and 76 cents where coal is put into chute.

PILLARS: 30 feet wide by height of seam, securely timbered with post timbers, handling coal and rock, per net ton 75 cents where coal is loaded in regular mine car and 62 cents where coal is put into chute.

ROOM AND ENTRY TIMBERING (When required):

\$1.45 per set, 6 to 8 inches diameter.

\$1.82 per set, 8 to 10 inches diameter.

\$2.18 per set, 10 to 12 inches diameter.

The above prices are based on the collar being 16 feet long, with two side props and centre prop, when required, suitably lagged. If more or less than 16 feet long, to be paid for in proportion.

Except if where square sets are used in entries, composed of three pieces framed and securely lagged, the collar to be not more than 12 feet, between notches at least 12 inches thick, \$2.90 per set. Collar of greater or less dimensions to be paid for in proportion.

SHOVELLING IN CROSS-CUTS OR PILLARS: If coal is shovelled over 25 feet and up to 35 feet, yardage 55 cents extra per lineal yard unless car is furnished. If over 35 feet and up to 60 feet, yardage \$1.10 per lineal yard unless car is furnished.

DELIVERY OF CARS: To be made according to present practice.

McGINTYS:

The Company will move all the Bull-wheel with labor other than that of the Contract Miner.

The Company is requested to shear places where the coal becomes abnormally hard.

DOCKAGE:

Dockage Clause: Same as at Brazeau Mine, except ten (10) pounds will be added to tare of each car.

The following prices to prevail in all seams:

Chute building, 72 cents per lineal yard, to be built according to present practice, 4 feet

wide, unless otherwise ordered by the Pit Boss. First length of chute 16 feet, \$3.62.

Bulkheads, according to present practice, \$3.62. All retimbering and replacing broken timbers in breasts, if done by contract work, 8 inch or 10 inch timber at 7 cents per foot.

Gob or Brattice Building in Breasts, 44 cents per lineal yard.

All horizontal breasts driven over 200 feet to be paid 72 cents per yard extra up to 300 feet.

Chutes to be driven 12 feet wide at present rates, with 27% increase.

Gangways to be driven by special contract.

MACHINE MINING (ALL SEAMS):

The rate for each cut shall be \$4.90.

Machine cutters to receive 4/7 or \$2.81 per cut.

Machine scrapers to receive 3/7 or \$2.09.

OVERPUSH:

In rooms from 200 to 300 feet, 72 cents per lineal yard.

In pillars 30 feet wide, 200 feet to 300 feet, \$1.34 per lineal yard.

In rooms from 300 to 400 feet, \$1.44 per lineal yard.

In pillars 30 feet wide, 300 to 400 feet, \$2.70 per lineal yard.

Local Conditions

Mine run coal, \$3.17 per ton.

Screened coal, \$3.81 per ton.

Wash house, \$1.00 per month.

Water, outside tap, per house using, \$1.00 per month.

Other supplies at present rates.

BANKHEAD MINES

No. 0000 Seam

GANGWAY: Special contract or day's work.

COUNTER GANGWAY: 10 feet wide, inside timber and height of seam, \$5.38 per lineal yard, including single timber lagged.

CHUTES: (Between Main and Counter Gangways): 10 feet wide and height of seam, \$5.38 per lineal yard, including timbering, building of chute, brattice, ladderway, and laying of sheet iron, \$6.02 for the first 25 feet.

BREASTS (Up Pitch): 20 feet wide by height of seam, \$9.22 per lineal yard, including timbering, building of brattice and chute, ladderway, and laying sheet iron. The coal to be put into chute, and slack and refuse to be gobbed, and the coal forked, if required. If narrowed to 10 feet, \$5.38 per lineal yard.

CROSS-CUTS (Between Breasts): 10 feet wide inside of timber by height of seam, \$5.25 per lineal yard, including single timber lagged; slack and refuse to be gobbed if required.

PILLARS:

40 feet wide, \$10.24 per lineal yard, including timbering, building chute and taking up old chute in breast. The coal to be put into chute, and slack and refuse to be gobbed; the coal to be forked if required.

The above prices are based on the seam being $3\frac{1}{2}$ feet thick; if more or less than $3\frac{1}{2}$ feet, to be paid for proportionately, except in Main Gangway.

No. 0 Seam

MAIN GANGWAY: Special Contract.

COUNTER GANGWAY: 10 feet wide inside the timber, and height of seam, \$5.38 per lineal yard, including single timber lagged.

CHUTES (Between Main and Counter Gangways): 10 feet wide and height of seam, \$4.61 per lineal yard, including timbering, building of chute, brattice, ladderway, and laying of sheet iron.

CROSS-CUTS: 10 feet wide inside of timbers, and height of seam, \$4.61 per lineal yard, including single timber lagged. Slack and refuse to be gobbed if required.

COLLARS:

(10 feet wide), \$7.68 per lineal yard, including timbering, building of chute and taking up or old chute in breast. The coal to be put into the chute, and slack and refuse to be gobbed behind wing boards; the coal to be forked if required.

The above prices are based on the seam being $3\frac{1}{2}$ feet thick, including cap rock; if more or less than $3\frac{1}{2}$ feet, to be paid for proportionately, except in Gangways.

No. 2 Seam

GANGWAY: Square sets, 8 foot collar between notches, and 9 feet legs, 12 feet spread,

placed 5 feet centres, lagged top and sides, \$12.29 per lineal yard for coal, including timbering, and \$1.08 per lineal foot of thickness per lineal yard for rock, when required to be lifted.

COUNTER GANGWAY: Single timber, lagged, with a section on the low side of at least 3 feet, 10 feet wide from top of low side section to inside of timbering, and height of seam, \$9.22 per lineal yard, including single timber lagged; 72 cents per set two pieces lagged, \$1.45 per set three pieces lagged.

CHUTES: (Between Main and Counter Gangways): 10 feet wide, and height of seam, \$7.60 per lineal yard, including building of ladderway, chute and brattice, and laying of sheet iron.

BREASTS: (Up the Pitch) 20 feet wide, with airway on each rib, and coal chute and gob, \$8.95 per lineal yard, including timbering, building ladderway, brattice and chute, and laying sheet iron. Coal to be put into chute; all slack and refuse to be gobbled behind wing boards, and the coal to be forked if required.

CROSS-CUTS:

(Between Breasts): 3 feet section on low side, if required, 8 feet wide from top of low side section to inside of timbers, and height of seam, \$6.91 per lineal yard, including single timber, lagged.

Three feet section on low side if required, 10 feet wide from top of low side section to inside of timbers and height of seam, \$8.98

per lineal yard, including single timber, lagged.

PILLARS: (40 feet wide): \$13.31 per lineal yard, including timbering, building of chute and taking up of old chute in breast. The coal to be put into the chute, and slack and refuse to be gobbed behind wing boards, and the coal to be forked, if required.

SKIPS: 6 feet wide and height of seam, \$3.84 per lineal yard, including timbering.

The above prices are based on the seam being 8 feet to 10 feet thick; if more than 10 feet thick a proportionate allowance will be made, and if less than 8 feet a proportionate deduction will be made, except in Gangways.

No. 3 Seam

- GANGWAY: Single timber lagged, with section on low side of at least 4 feet, 12 feet wide from top of low side section to inside of timber, and 8 feet high, \$12.29 per lineal yard, including single timber, lagged. Where square timbers are required, 8 foot collar between notches, 8 foot and 9 foot legs, 12 foot spread, placed 5 feet centres, lagged top and sides, \$13.82 per lineal yard, including timber, and \$1.08 per foot thickness, per lineal yard, for rock.

COUNTER GANGWAY: Single timber lagged, with a section on low side of at least 3 feet, 10 feet wide from top of low side section to inside of timbers, and 8 feet height of seam, \$9.22 per lineal yard, including single timber, lagged.

CHUTES: (Between Main and Counter Gangway): 10 feet wide and height of seam, \$7.68 per lineal yard, including building of ladderway, chute and brattice, and laying sheet iron.

BREASTS: (Up the Pitch): 20 feet wide, \$8.95 per lineal yard, including timbering, building ladderway, brattice and chute, and laying sheet iron; the coal to be put into the chute, and all slack and refuse to be gobbed behind wing boards, and the coal forked, if required.

CROSS-CUTS: (Between Breasts): 3 foot section on low side, if required, 8 feet wide from top of low side section to inside of timbers, and height of seam, \$6.91 per lineal yard, including single timber lagged.

PILLARS: (40 feet wide): \$12.55 per lineal yard, including timbering, building of chute and taking up of old chute in breast. Coal to be put into the chute, and slack and refuse to be gobbed behind wing boards, and coal to be forked, if required.

SKIPS: 6 feet wide and height of seam, \$3.84 per lineal yard, including timbering.

The above prices are based on the seam being 8 feet thick; if more than 8 feet, to be paid for proportionately, except in Gangways.

No. 4 Seam

MAIN GANGWAY: Single timber lagged, with a section on low side of at least 4 feet, 12 feet wide from top of low side section to inside of timber, \$13.06 per lineal yard for coal, including single timber lagged; \$1.08 per

foot of thickness per lineal yard for rock. When square sets are required, 8 foot collars between notches, 8 foot and 9 foot legs, 12 foot spread, 5 feet centre to centre, lagged top and sides, \$14.59 per lineal yard for coal, including timber, and \$1.08 per foot of thickness per lineal yard for rock.

COUNTER GANGWAY: (On Upper Bench of Seam): Single timber lagged, with a section on low side of at least 3 feet, 10 feet wide from top of low side section to inside of timber, 9 feet high, \$9.22 per lineal yard, including single timber, lagged.

CHUTES: (Between Main and Counter Gangways, on Upper Bench of Seam): 10 feet wide, \$7.68 per lineal yard, including building of ladderway, chute and brattice, and laying of sheet iron.

BREASTS: (Up the Pitch on Upper Bench): 20 feet wide, including timbering, building of chute, brattice, stairway, and laying sheet iron, the coal to be put into the chute, and slack and refuse gobbed behind wing boards, and the coal to be forked, if required, \$9.98 per lineal yard.

CROSS-CUTS: (Between Breasts on Upper Bench of Seam): 3 foot section on low side, if required, 8 feet wide from top of low side section to inside of timber, and height of bench, \$7.68 per lineal yard, including single timber, lagged.

PILLARS: (40 feet wide on Upper Bench): \$15.74 per lineal yard, including timbering, building chute, taking up old chute in breast. Coal to be put into chute, and slack and refuse

gobbed behind the wing boards, and the coal to be forked, if required.

SKIPS: (Upper Bench): 6 feet wide and height of seam, \$3.84 per lineal yard, including timbering.

The above prices are based on the seam being 9 feet thick; if more than 9 feet, to be paid for proportionately, except in Gangways.

No. 5 Seam

MAIN GANGWAY: Single timber lagged, with a section on low side of at least 4 feet, 12 feet wide from top of low side section to inside of timber, including single timber lagged, \$11.06 per lineal yard for coal, and \$1.08 per foot of thickness per lineal yard for rock, when required to be lifted. When square sets are required, 8 foot collars between notches, 8 foot and 9 foot legs, 12 foot spread, 5 feet centre to centre, lagged top and sides, \$12.60 per lineal yard; \$1.08 per foot of thickness per lineal yard for rock.

COUNTER GANGWAY: Single timber lagged, with section on low side of at least 3 feet, 10 feet wide from top of low side section to inside of timber, and height of seam, \$9.22 per lineal yard, including single timber, lagged.

CHUTES: (Between Main and Counter Gangway): 10 feet wide \$7.68 per lineal yard, including building of ladderway, chute and brattice, and laying of sheet iron.

BREASTS: (Up the Pitch): 20 feet wide, including timbering, chute, air-tight brattice, stairway, laying of sheet iron, and the cap rock; all coal to be forked if required, and the

slack and refuse to be gobbled behind the wing boards, and the coal to be put into the chute, \$9.98 for the coal and the rock.

CROSS-CUTS: (Between Breasts): 3 foot section on low side, if required, 8 feet wide from top of low side section to inside of timber, and the height of seam, including single timber lagged, \$6.91 per lineal yard.

PILLARS: (40 feet wide): \$16.38 per lineal yard, including timbering, building of chute, and taking up old chute in breast. The coal to be put into the chute, and slack and refuse to be gobbled behind wing boards, and the coal to be forked, if required.

SKIPS: 6 feet wide and height of seam, \$3.84 per lineal yard, including timbering.

The above prices are based on the seam being 8 feet thick; if more or less than 8 feet, to be paid for proportionately, except in Gangways.

No. 6 Seam

MAIN GANGWAY: Single timber lagged, with a section on the low side of at least 4 feet, 12 feet from top of low side section to inside of timber, \$12.29 per lineal yard for coal, including single timber lagged, and \$1.08 per foot of thickness per lineal yard for rock, where required to be lifted.

COUNTER GANGWAY: Single timber lagged, with a section on the low side of at least 3 feet, 10 feet wide from top of low side section to inside of timber, and 8 feet height of seam, \$9.22 per lineal yard, including single timber, lagged.

CHUTES: (Between Main and Counter Gangways): 10 feet wide and height of seam, \$7.68 per lineal yard, including building of ladderway, chute and brattice, and laying sheet iron.

BREASTS: (Up the Pitch): 20 feet wide, \$9.98 per lineal yard, including timbering, building ladderway, brattice, chute, and laying sheet iron; coal to be put into chute, the slack and refused to be gobbed behind wing boards, and the coal to be forked, if required.

CROSS-CUTS: (Between Breasts): 3 foot section on low side if required, 8 feet wide from top of low side section to inside of timber, and height of seam, \$6.91 per lineal yard, including single timber, lagged.

PILLARS: (40 feet wide): \$14.59 per lineal yard, including timbering, building of chute, taking up of old chute in breast. Coal to be put into the chute, slack and refuse to be gobbed behind wing boards, and the coal to be forked, if required.

SKIPS:

6 feet wide and height of seam, \$3.84 per lineal yard, including timbering.

The above prices are based on the seam being 8 feet thick; if more or less than 8 feet, to be paid for proportionately, except in Gangways.

All Seams

Pushing and dumping coal over 200 feet and up to 300 feet, 72 cents per lineal yard.

It is understood that the coal in all places is to be mined with the use of as little powder as possible.

Gangways in fault to be driven by special contract or day work.

SHOVELLING IN CROSS-CUTS IN ALL SEAMS: If over 25 feet and up to 35 feet yardage, 36 cents extra per lineal yard unless small car furnished; if over 35 feet and up to 50 feet yardage, 72 cents per lineal yard unless small car furnished.

SKIPS ONLY:

Where coal is shovelled over 25 feet, the Company agrees to furnish a small car or pay 72 cents per lineal yard extra.

\$3.62 will be paid for bulkheads, if required to be built by the miner.

Local Conditions

PENALTY FOR LOADING IMPURITIES: The miners are to deliver their coal as free from rock or other impurities as it is practicable, and in case of a miner failing to do so he shall be warned for the first offence; for the second offence or aggravated cases he may be discharged.

SUPPLIES, ETC.:

The Company will deliver coal to their employees residing at Bankhead at the following prices:

Nut coal, \$3.81 per ton.

Stove or Egg coal, \$5.08 per ton.

Briquettes, \$5.08 per ton.

Electric lights, per 16 C.P. light, per month,
50 cents.

Wash house, \$1.00 per month.

Company men to furnish their own tools,
which the Company agrees to take back when
they leave.

House rents to remain as in the Agreement
expiring March 31st, 1919, so long as condi-
tions in connection with houses remain the
same.

BRAZEAU COLLIERIES, LIMITED

Seam No. 2

MAIN ENTRY: 85 cents per gross ton of
coal of 2,240 pounds.

YARDAGE: \$2.18 per lineal yard.

TIMBERING: Collar to be 12 feet between
notches; price per set of three pieces at least
12 inches thick, with suitable lagging, \$2.90.

CAP ROCK: To be gobbed and paid for
at the rate of $1\frac{1}{4}$ cents per inch in thickness,
per foot in width, per lineal yard.

WATER LEVEL, COUNTER LEVEL.
SLANTS AND MAIN AIRWAY:

Coal, 85 cents per gross ton.

Yardage, \$2.18 per lineal yard.

Timbering, collar to be 10 feet between
notches; price per set of three pieces at least
10 inches thick, with suitable lagging, \$1.45.

Cap Rock: Same as above.

CROSS CUTS AND COMPANION AIRWAYS:

Coal, 85 cents per gross ton.

Yardage, 72 cents per lineal yard. If the length exceeds 50 feet, an extra 29 cents per yard to be paid for exceeding distance. Minimum dimensions, 4 feet by 6 feet.

Timbering: When set of timber required, price per set of three pieces to be \$1.45.

Cap Rock: Same as above.

ROOMS:

Coal, 85 cents per gross ton of 2,240 pounds.

Timbering: Collar to be 16 feet long, with two side props and centre prop suitably lagged.

\$1.45 per set of 6 to 8 inches diameter.

\$1.82 per set of 8 to 10 inches diameter.

\$2.18 per set of 10 to 12 inches diameter.

Increasing 36 cents per set for every two inches increase in diameter.

Second centre prop and lagging to be paid at $4\frac{1}{2}$ cents per foot per post.

Cap Rock or Draw Slate: To be gobbled between centre props and paid for at $1\frac{1}{2}$ cents per inch in thickness, per foot in width, per lineal yard.

In Pillars: Cap rock to be gobbled and paid for at the rate of $\frac{6}{10}$ cents per inch in thickness, per foot in width, per lineal yard.

Props in Pillars: To be set 9 feet centres, with cap piece. (This included in tonnage price). Where extra props are required, they will be paid for at the rate of $4\frac{1}{2}$ cents per lineal foot.

McGINTY: For each time the McGinty is moved and properly set the Company will pay \$4.36. The maximum distance it shall be moved is 12 feet. For snubbing post, \$2.18.

TRACKLAYING: The switch in room neck is to be laid by the Company. Further in the miners will lay their own track at the price of 22 cents per lineal yard for single tracks, or 44 cents per lineal yard for double tracks. The short temporary tracks to be laid free of charge.

DRAWING PILLARS:

Coal, 76 cents per gross ton of 2,240 pounds.

Timbering: Posts provided with cap piece, price as above.

Cogs: To be filled and packed with rock, if rock at hand. Price as follows:

For cogs 3 feet square, 24 cents per foot in height.

For cogs 4 feet square, 32 cents per foot in height.

For larger cogs, 1½ cents per square foot of area and per foot of height.

Bridge Sticks: If required to be set by the miners, minimum length to be 10 feet between notches. The thickness to be not less than 10 inches. Price per set of three pieces, \$2.90. 29 cents extra per set per foot of height over 10 feet.

-- **Seam No. 3**

MAIN ENTRY:

Coal, 85 cents per gross ton.

Yardage: \$2.18 per lineal yard.

Timbering: Collar to be 12 feet between notches; price per set of three pieces at least 12 inches thick, with suitable lagging, \$2.90, when the legs do not exceed 10 feet in height; 29 cents extra per set per foot of height over 10 feet.

In case of abnormal conditions, prices to be arranged.

**WATER LEVEL, COUNTER LEVEL,
SLANTS AND MAIN AIRWAYS:**

Coal, 85 cents per gross ton.

Yardage, \$2.18 per lineal yard.

Timbering: Collar to be 10 feet between notches, price per set of three pieces at least 10 inches thick, with suitable lagging, to be \$1.45 if height of post is not over 10 feet; 29 cents per set per foot of height over 10 feet.

**CROSS-CUTS AND COMPANION AIR-
WAYS:** Same price as in Seam No. 2.

ROOMS:

Coal, 85 cents per gross ton.

Timbering: Collar to be from 12 to 16 feet long, with two side posts and a centre post, and to be suitably lagged. Size and prices same as in No. 2 Seam.

An extra 14 cents per foot to be paid for every foot over 10 feet when longer posts to be used.

McGINTY: Same as in No. 2 Seam.

TRACKLAYING: Same as in No. 2 Seam.

DRAWING PILLARS:

Coal, 76 cents per gross ton.



MICROCOPY RESOLUTION TEST CHART

(ANSI and ISO TEST CHART No. 2)



5.0

5.6

6.3

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90

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12.5

14

16

18

20

22.5

25



APPLIED IMAGE Inc

1653 East Main Street
Rochester, New York 14609 USA
(716) 482 - 0300 - Phone
(716) 288 - 5989 - Fax

The coal to be taken out on the full thickness of the seam.

Timbering: Posts and cap pieces—Conditions and prices the same as in No. 2 Seam.

Bridge Sticks: Same sizes and prices as in No. 2 Seam.

Tracklaying: Except in the rooms, the tracks will be laid by the Company. Each place will be provided with a pair of temporary tracks, to be laid by the miners without charge.

Pushing in Levels: The cars to be pushed to a distance of not exceeding 75 feet. If this distance of 75 feet is exceeded, the yardage price to be increased by 29 cents per yard for the exceeding distance.

In Rooms: The cars to be delivered by the miners at the bottom of the room; the hanging on and the removal of the full cars being done by the Company. In the rooms less than 80 feet in length from level, the miners to put in their own cars if necessary.

Brushing: The prices for brushing in stone to be arranged according to conditions and thickness of rock.

Forepoling: Where forepoling is ordered by the Company, it shall be paid for at the rate of 74 cents per yard where actual forepoling is done. Forepoling shall not be confused with lagging.

ABNORMAL CONDITIONS IN WORKING PLACES:

An abnormal condition shall be considered where a seam is faulty or thins out or becomes so hard that a man cannot earn a fair day's

wage. When abnormal conditions arise, such as rock work, faulted coal or pinched coal, such places shall be paid for by day's pay or special contract until normal conditions prevail.

Where it is necessary to use hand fans, payment for same to be mutually arranged.

Local Conditions

DOCKAGE:

The dirt or slate or other impurities picked from coal going over picking tables or screens shall be weighed for a period of six (6) working days. From this method of weighing the average weight of waste contained in each mine car will be determined, and form a basis of deductions per car in favor of the Company; or, in other words, presuming that the average dirt taken from each car equals 17 pounds, then the Company will have the right to deduct from the weight of each pit car 12 pounds, to compensate them for hauling and handling of waste. If the average of waste in each car does not exceed 5 pounds per car there will be no deductions made for waste, the 5 pounds per car being considered a reasonable allowance per car for slate or waste the miner or loader cannot consistently pick out from the different kinds of coal.

If the average weight of the dirt in each car exceeds 17 pounds or runs below 17 pounds, the difference between the actual average weight of dirt in each car and the 5 pounds per car allowance shall form the basis of allowance for waste.

It is further understood that this system of weighing the average dirt sent out in each car

may be checked at either the request of the miners or the Company at any time during the life of this agreement.

Further, should the dirty coal or slate sent out by the miners exceed the allowance above specified, the following system of fines to prevail:

First offence: 50 pounds of rock or slate, warning and fine of 100 pounds of coal.

After the first offence, 65 pounds of rock or slate shall be fined 200 pounds of coal, 85 pounds of rock or slate shall be fined 400 pounds of coal, and 150 pounds of rock or over shall be fined all the coal in the car and be liable to discharge.

The weighman shall give the first warning and keep record of offences, and report them daily to the Mine Manager.

The money coming from this special list of fines (after deducting the actual weight of rock) shall be applied to providing prizes for miners' sports or to the entertaining of miners' children.

Coal to employees, run-of-mine, delivered Nordegg Townsite, per ton \$3.17.

Sanitation and water, per month, for each house, \$1.00.

Electric light per month, for each 16 C.P. light, 50 cents.

Wash-house, per month \$1.00.

Tool sharpening, per month 50 cents.

House rent, per month, for 4-roomed cottage, \$10.00.

Company men to furnish their own tools, which the Company will take back at their initial value when they leave.

NOTE:—In places where water is continuously dripping from the roof in such quantities as to saturate the workmen's clothing, the Company will provide oilskins. Employees are to be responsible for all oilskins. Should they fail to return same on quitting, the price of oilskins will be deducted from their wages.

**ALBERTA BLOCK COAL CO., LTD.,
ATLAS COAL CO., LTD., ELGIN COAL
CO., LTD., HY-GRADE COAL CO., LTD.,
NEWCASTLE COAL CO., LTD., NEW-
CASTLE JR. MINING CO., LTD., MID-
WEST COAL CO., LTD., PREMIER
COAL CO., LTD., SCRANTON COAL
CO., LTD., WESTERN GEM MINING
CO., LTD.**

Seam No. 1

All coal produced to be on the basis of Two Thousand (2,000) pounds to the ton, whether run-of-mine or screened.

The following prices of screened coal are based on screens one ond one-quarter ($1\frac{1}{4}$) inches wide.

Pick Mining

Rooms, screened coal, per ton \$1.57.

Rooms, run-of-mine, per ton \$1.15.

Pillars and stumps, screened coal, per ton \$1.45.

Pillars and Stumps, run-of-mine, per ton \$1.09.

Narrow work up to 10 feet wide, screened coal, per ton \$1.87.

Narrow work up to 10 feet wide, run-of-mine, per ton \$1.45.

Brushing bottoms in Main Entries when required 5 feet in height above the ties, \$2.90 per lineal yard 6 feet wide, including gobbing in a suitable way. In cases where the clod from brushing has to be loaded and taken to other parts of the mine and stowed, same shall be done by Company men.

Top brushing in Entries 6 feet wide, 15 cents per inch per lineal yard. Wider to be paid in proportion. If material cannot be drilled with anything less than hammer and steel, miner shall be classed as a "rock miner" and be paid "rock miner's wages."

If the seam goes under forty-eight (48) inches in thickness, three and one-quarter ($3\frac{1}{4}$) cents per inch per ton shall be paid for each inch under forty-eight inches down to limit of forty-two inches; under forty-two inches to be paid Day Wage. This does not apply in entries where brushing is done.

All places breaking away the limit for shovelling coal shall be 12 feet from the rail, then track shall be laid. If no track is laid, 72 cents per lineal yard to be paid for over-shovelling up to 21 feet, which shall be the limit.

Timbers, round sets, per set \$.73.

Timbers, notched and lagged, per set \$1.45.

Skeleton cogs 5 feet in height, per cog 1.20.

Company to put in all packed cogs. If done by miner, to be paid \$1.80 per cog; if rate of \$1.80 was paid previously, \$2.17 will now be paid.

Blacksmithing to be 50 cents per month.

In every instance where higher rates than those provided in the wage scale are at present paid to individuals, same shall continue in full force and effect during the life of this Agreement and the term of the present employment.

In cases where, because of peculiar conditions or mutual agreement between the management of any mine and the men employed therein, a higher rate than is provided in the day wage scale has been agreed upon and paid to two-thirds of the employees coming within any particular class, if the said higher rate was in effect on October 31, 1919, and paid as aforesaid for more than one payday, the said rate shall be deemed to be the basic rate in the particular mine or mines having such agreements, and shall be used in computing the pay for the same class of employees in the same mine or mines only, during the life of the Agreement.

Dockage: Present dockage system to prevail.

Wash House: In every instance where the wash house contains lockers or lock chains that can be locked securely, and heated so that wet clothes can be dried properly over night, and sprays for washing and keeping in a clean and sanitary condition, the men will pay \$1.00

per month for same; but before this price is paid the Union Committee shall pass on the same as satisfactory.

House coal shall be supplied all employees at the rate at the mine of \$2.54 per ton for screened stove coal as made at each mine, and for lump coal \$1.00 less per ton than the wholesale price.

Where miner drives through pillar with two fast ends, same shall be regarded as a cross-cut, and if ten feet or less in width shall be paid for at entry price. If driven at room width and track is laid as in rooms, the room rates plus one-half the differential between rooms and entries shall be paid, and in rooms having entry yardage, one-half yardage shall be paid.

The rate for tie holes shall be 36 cents.

The Company is requested to mark all shifts on all pay statements.

Tools to be sold to miners by Company, and if returned to Company same shall be accepted by Company at 10% reduction off original cost. All tools lost, broken or damaged to be paid for by miners.

MACHINE MINING — ELECTRICAL & PUNCHING MACHINES:

Loaders in rooms, 92 cents per ton.

Loaders in entries, \$1.14 per ton.

TIMBERS: When replaced after machine, to be paid for at the rate of six cents per foot or be done by Company men.

MACHINE DIRT:

In entries where it is necessary to remove machine dirt by loading behind the machine, the men shall be paid at the rate of 42 cents per car.

In rooms the machine-men shall throw machine dirt into the gob.

Bottom coal will be removed by Company men.

Brushing bottoms in main entries when required, 6 feet in height above the ties, \$2.90 per lineal yard 6 feet wide, including gobbing in a suitable way. In cases where the clod from brushing has to be loaded and taken to other parts of the mine and stowed, same shall be done by Company men.

Top brushing in entries 6 feet wide, 15 cents per inch per lineal yard. Wider to be paid in proportion. If material cannot be drilled with anything less than hammer and steel, miner shall be classed as a "rock miner" and be paid "rock miner's wages."

If the seam goes under forty-eight (48) inches in thickness, $3\frac{1}{4}$ cents per ton shall be paid for each inch under forty-eight inches, down to limit of forty-two inches; under forty-two inches to be paid Day Wage. This does not apply in entries where brushing is done.

All places breaking away the limit for shovelling coal shall be 12 feet from the rail, then track shall be laid. If no track is laid, 72 cents per lineal yard to be paid for over-shovelling up to 21 feet, which shall be the limit.

Timbers, round sets, per set 73 cents.

Timbers, notched and lagged, per set \$1.45.

Skeleton cogs 5 feet in height, per cog \$1.20.

Company to put in all packed cogs. If done by miner, to be paid \$1.80 per cog; if rate of \$1.80 was paid previously, \$2.17 will now be paid.

In every instance where higher rates than those provided in the wage scale are at present paid to individuals, same shall continue in full force and effect during the life of this agreement and the term of the present employment.

In cases where, because of peculiar conditions or mutual agreement between the management of any mine and the men employed therein, a higher rate than is provided in the day wage scale has been agreed upon and paid to two-thirds of the employees coming within any particular class, if the said higher rate was in effect on October 31, 1919, and paid as aforesaid for more than one payday, the said rate shall be deemed to be the basic rate in the particular mine or mines having such agreements, and shall be used in computing the pay for the same class of employees in the same mine or mines only, during the life of the agreement.

Where miner drives through pillar with two fast ends, same shall be regarded as a cross-cut, and if 10 feet or less in width shall be paid for at entry price. If driven at room width and track is laid as in rooms, then room rates plus one-half the differential between rooms and entries shall be paid, and in rooms having entry yardage, one-half yardage shall be paid.

MIDLAND COLLIERIES, LIMITED

No. 3 Seam

All coal paid for, one ton to be considered 2,000 pounds, over screen one and one-half inches.

PICK MINING:

Rooms, screened coal, per ton \$1.33.

Rooms, run-of-mine coal, per ton \$1.15.

Yardage, per yard \$2.18.

Pillars and stumps, screened coal, per ton \$1.33.

Pillars and stumps, run-of-mine, per ton \$1.15.

Narrow work, entries and cross-cuts 10 feet wide, screened coal \$1.33.

Narrow work, entries and cross-cuts, 10 feet wide, run of mine \$1.15.

Yardage, \$2.90.

When miner has been ordered to take skip off side of pillar, same to be paid at room rates. When rooms are paid yardage, half yardage shall be paid.

TIMBERS:

Sets notched and lagged in entries, per set \$1.45.

Round timbers, lagged in entries, per set \$1.09.

Rooms, notched and lagged, per set \$1.45.

Rooms, round timbers, per set \$1.09.

Bridge sticks, not notched, per set \$2.18.

In all places breaking away the limit of shovelling coal shall be 12 feet from the rail, then track shall be laid; if no track is laid, 72 cents per lineal yard to be paid for over-shovelling up to 21 feet, which shall be the limit.

Blacksmithing to be 50 cents per month.

In every instance where higher rates than those provided in the wage scale are at present paid to individuals, same shall continue in full force and effect during the life of this Agreement and the term of the present employment.

In cases where, because of peculiar conditions or mutual agreement between the management of any mine and the men employed therein, a higher rate than is provided in the day wage scale has been agreed upon and paid to two-thirds of the employees coming within any particular class, if the said higher rate was in effect on October 31, 1919, and paid as aforesaid for more than one payday, the said rate shall be deemed to be the basic rate in the particular mine or mines having such agreements, and shall be used in computing the pay for the same class of employees in the same mine or mines only, during the life of the agreement.

Dockage: Present dockage system to prevail.

Wash House: In every instance where the wash house contains lockers or lock chairs that can be locked securely, and heated so that wet clothes can be dried properly over night, and sprays for washing and keeping in a clean

and sanitary condition, the men will pay \$1.00 per month for same; but before this price is paid the Union Committee shall pass on the same as satisfactory.

House coal shall be supplied all employees at the rate at the mine of \$2.54 per ton for screened stove coal as made at each mine, and for lump \$1.00 less per ton than the wholesale price.

Where miner is ordered to cut across pillar with one fast end, ten feet wide for drawing pillar, entry tonnage price shall prevail; and in mines having entry yardage, half entry yardage shall be paid. When miner drives through pillar with two fast ends, same shall be regarded as a cross-cut.

Bone, $14\frac{1}{2}$ cents per inch per lineal yard in all narrow places up to 10 feet wide.

Rooms, $14\frac{1}{2}$ cents per inch per lineal yard for 16 feet wide; wider than 16 feet to be paid in proportion.

Lifting of clay and laying of track in entries and rooms, if done by the miner to be paid 36 cents per lineal yard.

Midland Mine accepts the foregoing rates over an inch and one-half screen. If men request inch and quarter screen, the Company reserves the right to have a reconsideration of rates.

Other supplies shall be furnished at old rates.

The Company is requested to mark all shifts on all Pay Statements.

Tools to be sold to miners by Company, and if returned to Company same shall be ac-

cepted by Company at 10% reduction off original cost. All tools lost, broken or damaged to be paid for by miners.

No. 3 Seam

All coal paid for on the basis of two thousand (2,000) pounds to the ton, over screen one and one-half (1½) inches wide.

Machine Mining

ROOMS:

Loader, 91½ cents.

Machine Miner, 18 cents.

Machine Scraper, 15½ cents.

ENTRIES:

Loader, \$1.17.

Machine Miner, 22 cents.

Machine Scraper, 16 cents.

Should the parting at a point about 18 inches above the foot of the seam disappear or double shooting not be required, the rate for loading in rooms shall be 89 cents, and the rate for loading in entries shall be \$1.12.

TIMBERS: When replaced after machine, to be paid 6 cents per foot or to be done by Company men.

MACHINE DIRT:

In entries where it is necessary to remove machine dirt behind the machine, the men shall be paid at the rate of 42 cents per car.

In rooms the machine men shall throw machine dirt into the gob.

When miner has been ordered to take skip off side of pillar, same to be paid at room rates. When rooms are paid yardage, half yardage shall be paid.

TIMBERS:

Sets notched and lagged in entries, per set \$1.45.

Round timbers lagged in entries, per set \$1.09.

Rooms, notched and lagged, per set \$1.45.

Rooms, round timbers, per set \$1.09.

Bridge sticks, not notched, per set \$2.18.

In all places breaking away the limit of shovelling coal shall be 12 feet from the rail, then track shall be laid; if no track is laid, 72 cents per lineal yard to be paid for over-shovelling up to 21 feet, which shall be the limit.

In every instance where higher rates than those provided in the wage scale are at present paid to individuals, same shall continue in full force and effect during the life of this Agreement and the term of the present employment.

In cases where, because of peculiar conditions or mutual agreement between the management of any mine and the men employed therein, a higher rate than is provided in the day wage scale has been agreed upon and paid to two-thirds of the employees coming within any particular class, if the said higher rate was in effect on October 31, 1919, and paid as aforesaid for more than one payday, the said rate shall be deemed to be the basic rate in the particular mine or mines having

such agreements, and shall be used in computing the pay for the same class of employees in the same mine or mines only, during the life of the agreement.

Where miner is ordered to cut across pillar with one fast end, ten feet wide for drawing pillar, entry tonnage price shall prevail; and in mines having entry yardage, half entry yardage shall be paid. When miner drives through pillar with two fast ends, same shall be regarded as a cross-cut.

Bone, $14\frac{1}{2}$ cents per inch per lineal yard in all narrow places up to 10 feet wide.

Rooms, $14\frac{1}{2}$ cents per inch per lineal yard for 16 feet wide; wider than 16 feet to be paid in proportion.

Lifting of clay and laying of track in entries and rooms, if done by the miner to be paid 36 cents per lineal yard.

Midland Mine accepts the foregoing rates over an inch and one-half screen; if men request inch and quarter screen, the Company reserves the right to have a reconsideration of rates.

THE DRUMHELLER LAND CO., LTD.

No. 3 Seam

All coal paid for, one ton to be considered 2,000 pounds, over screen one and one-quarter ($1\frac{1}{4}$) inches.

PICK MINING:

Rooms, screened coal, per ton \$1.45.

Rooms, run-of-mine, per ton \$1.15.

Pillars and stumps, screened coal, per ton \$1.34.

Pillars and stumps, run-of-mine, per ton \$1.06.

Entries, screened coal, per ton \$1.45.

Entries, run-of-mine, per ton \$1.15.

Narrow work, entries 10 feet wide, per yard \$2.18.

Room necks, per yard \$2.18.

Cross-cuts, per yard \$2.18.

BRUSHING:

Entries and room necks, 10 feet wide, 14½ cents per inch in thickness per lineal yard.

Rooms, 7 cents per inch in thickness per lineal yard, width of track, including laying of track.

TIMBERS:

Entry timbers, notched and lagged, per set \$1.45.

Sets in entries, notched and lagged, to be paid for as three (3) entry timbers, each \$1.45.

Room necks, round timbers, each \$1.09.

Rooms, round timbers, each 58 cents.

BONE: Entries and rooms over 4 inches, per lineal yard 63 cents.

TRACKAGE:

Entries, per lineal yard 22 cents.

In all places breaking away the limit of shovelling shall be 12 feet from rail, then

track shall be laid; if no track is laid, 72 cents to be paid per lineal yard for over-shovelling up to 21 feet. This is to be the limit.

The Company shall furnish statements as to the number of shifts worked by the miners.

Blacksmithing, per month 50 cents.

Other supplies to be supplied to miners at old rates.

In every instance where higher rates than those provided in the wage scale are at present paid to individuals, same shall continue in full force and effect during the life of this Agreement and the term of the present employment.

In cases where, because of peculiar conditions or mutual agreement between the management of any mine and the men employed therein, a higher rate than is provided in the day wage scale has been agreed upon and paid to two-thirds of the employees coming within any particular class, if the said higher rate was in effect on October 31, 1919, and paid as aforesaid for more than one payday, the said rate shall be deemed to be the basic rate in the particular mine or mines having such agreements, and shall be used in computing the pay for the same class of employees in the same mine or mines only, during the life of the agreement.

Where miner is ordered to cut across pillar with one fast end, ten feet wide for drawing pillar, entry tonnage price shall prevail; and in mines having entry yardage, half entry yardage shall be paid. When miner drives

through pillar with two fast ends, same shall be regarded as a cross cut.

Tools to be sold to miners by Company, and if returned to Company same shall be accepted by Company at 10% reduction off original cost. All tools lost, broken or damaged to be paid for by miners.

Household coal shall be supplied to all employees at the rate of \$2.54 per ton for stove coal, and lump coal at \$1.00 less than sold at wholesale prices at the mine.

Wash House: In every instance where wash house contains lockers that can be locked securely, and heated so that wet clothes can be dried properly over night, and sprays for washing and keeping in a clean and sanitary condition, the men will be charged \$1.00 per month; but before this price is paid the Union Committee shall pass on same as satisfactory.

ROSEDALE COAL MINING CO., LTD.

All coal produced to be weighed over seven-eighths ($\frac{7}{8}$) screen. One ton to be 2,000 lbs.

PICK MINING: \$1.24 per ton.

YARDAGE: Entries and room necks, \$2.94 per lineal yard. Cross-cuts, entry and room, \$1.80 per lineal yard.

TIMBERING:

Entry, square sets, notched and lagged, \$1.45 per set.

Bridge sticks, \$2.40 per set.

Rooms, 2-piece set, needled in one rib, 84 cents per set.

TRACKLAYING: 72 cents for 20 feet lengths.

BONE (IN SEAM): To be paid for at the rate of $14\frac{1}{2}$ cents per inch per lineal yard.

OVER-SHOVELLING (IN CROSS-CUTS):

Unless small car is furnished, if over 12 feet yardage at the rate of 72 cents per lineal yard to be paid up to 21 feet; if over 21 feet to be done by Company work or by contract.

All cars to be delivered at the working face.

The above prices are based upon the existing conditions of work.

Local Conditions

BLACKSMITHING: 50 cents per month.

Other supplies at present rates.

TOOLS: Tools to be furnished by Company, and if returned to Company same will be accepted by the Company at 10% reduction off original cost. All tools lost, broken or damaged to be paid for by miners.

WASH HOUSE: \$1.00 per month.

House rents, coal, water, light, etc., to be mutually arranged.

DOCKAGE CLAUSE: Miners shall load all coal as clean as possible. Dockage for impurities or excessive slack coal to be 25 cents for first offence; after third offence within two weeks the miner shall be liable to dismissal.

**THE ROSE DEER COAL MINING CO.,
LTD., and THE
WESTERN COMMERCIAL CO., LTD.**

Seam No. 3

All coal produced to be paid for on the basis of two thousand (2,000) pounds to the ton.

Coal in machine mined places, narrow work, \$1.05 per ton mine run and \$1.45 per lineal yard. Machine coal in rooms, 98 cents per ton mine run.

Machine runners, \$1.10 per lineal yard 10 feet wide.

Machine helpers, 95 cents per lineal yard 10 feet wide.

Places wider than 10 feet, to be paid in proportion.

Pick mined coal in rooms and pillars, \$1.21 per ton, mine run.

When necessary to remove large nigger-heads, miners to be paid Company work for same.

Pick mined coal in cross-cuts, \$1.21 per ton and \$1.45 per lineal yard.

Track to be laid by the Company to within 8 ft. of the face in all cross-cuts, rooms and entries. Timbers to be paid for at 73c. per set.

Delivery of timber and other supplies necessary for the miner to be in accordance with the Coal Mines Regulation Act of Alberta. The Company will at all times deliver an adequate supply of suitable timber, etc., to or at

the working face, whether rooms, entries or cross-cuts.

Miners, when given a place, shall retain same until the place is finished, and shall have first claim to the drawing of the pillars.

The Company shall supply each miner with an equal turn of cars, to be delivered at the working face.

Day wages shall be as follows:—

Machine-men, Company work	-----\$7.32	per day
Drivers, Company work	-----\$6.35	" "
Tracklayers' Helpers, Company work	-----\$6.35	" "
Timbermen's Helpers, Company work	-----\$6.35	" "
All other inside labor	-----\$6.35	" "

Abnormal places, where a miner through conditions of abnormality, i.e., faults, thinness of coal, nigger-heads, rolls, or any condition that prevents his earning the amount of \$6.35 per day, the Company shall make up to \$6.35, averaged not longer than one week during abnormal conditions.

TOOLS: All tools to be sold to the miners by the Company, and allowed for when returned in usable condition, less a reduction of 10%.

House coal to be sold to employees as follows:

Stove coal at \$2.54 per ton; other screened coal at \$1.00 less than carload rates, at the mine.

OUTSIDE LABOR: Rope Rider-----\$6.35

DOCKAGE: Miners shall load all coal as clean as possible. Dockage for impurities or

excessive slack coal to be 25 cents for first offence; after third offence within two weeks the miner shall be liable to dismissal.

WASH HOUSE: In every instance where the wash house contains lockers or lock chains that can be locked securely, and heated so that wet clothes can be dried properly over night, and sprays for washing and keeping in a clean and sanitary condition, the men will pay \$1.00 per month for same; but before this price is paid the Union Committee shall pass on the same as satisfactory.

Where miner is ordered to cut across pillar with one fast end, ten feet wide for drawing pillar, entry tonnage price shall prevail; and in mines having entry yardage, half entry yardage shall be paid. When miner drives through pillar with two fast ends, same shall be regarded as a cross-cut.

Other supplies shall be furnished at old rates.

The Company is requested to mark all shifts on all Pay Statements.

BONE: Where the bone is in excess of four inches in thickness, the same shall be paid for in entries and rooms at the rate of 14½ cents per inch per lineal yard.

JEWEL COLLIERIES, LTD.

All coal produced to be paid for on the basis of two thousand (2,000) pounds to the ton, run of mine.

Pick Mining Rates

Main and Counter Entries: 9 foot and under, \$1.21 per ton.

Yardage, \$3.90 per lin. yd.

Entry Cross-cuts, Room Necks and Room Cross-cuts, \$1.21 per ton.

Yardage, \$1.45 per lin. yd.

Rooms and Pillars, \$1.21 per ton.

BONE:

To be paid for on the basis as now being paid at the mines of the Western Commercial Co., Ltd.

Provided, however, that the conditions regarding impurities which existed in the Hamilton Mine at the time the contract for yardage of \$3.90 was made shall apply in Main and Counter Entries in the Jewel Mine; that is to say, that the total thickness of the impurities which were then in existence shall be deducted from any allowance made for bone.

When necessary to remove large nigger-heads, miners to be paid Company work for same.

Track to be laid by Company to within 8 feet of the face in all cross-cuts, rooms and entries. Timbers to be paid for at 73 cents per set.

Miners, when given a place, shall retain same until the place is finished, and shall have first claim to the drawing of the pillars.

TOOLS: All tools to be sold to the miners by the Company, and allowed for when returned in usable condition, less a reduction of 10%.

House coal to be sold to employees as follows:

Stove coal at \$2.54 per ton; other screened coal at \$1.00 less than carload rates at the mine.

DOCKAGES:

Miners shall load all coal as clean as possible. Dockage for impurities or excessive slack coal to be twenty-five cents for first offence; after third offence within two weeks the miner shall be liable to dismissal.

WASH HOUSE:

In every instance where wash house contains lockers or lock chains that can be locked securely, and heated so that wet clothes can be dried properly over night; and sprays for washing and keeping in a clean and sanitary condition, the men will pay \$1.00 per month for the same; but before this price is paid the Union Committee shall pass on the same as satisfactory.

Where miner is ordered to cut across pillar with one fast end, ten feet wide for drawing pillar, entry tonnage price shall prevail; and in mines having entry yardage, half entry yardage shall be paid. When miner drives through pillar with two fast ends, same shall be regarded as a "cross-cut."

Other supplies shall be furnished at old rates.

The Company is requested to mark all shifts on all pay statements.

Coal in radial machine mined places, narrow work, \$1.05 per ton, mine run, and \$1.45 per lineal yard. Machine coal in rooms, 98 cents per ton, mine run.

Machine runners, \$1.10 per lineal yard, 10 ft. wide.

Machine helpers, 95 cents per lineal yard, 10 ft. wide.

Places wider than 10 ft. to be paid in proportion.

Pick mined coal in rooms and pillars, \$1.21 per ton, mine run.

EXCELSIOR COLLIERIES, LTD.

All coal produced to be paid for on the basis of two thousand (2,000) pounds to the ton, run-of-mine.

Pick Mining Rates

Main and Counter Entries, 9 feet and under, \$1.21' per ton.

Yardage, \$3.90 per lin. yard.

Entry Cross-cuts and Room Necks, \$1.21 per ton.

Yardage, \$3.90 per lin. yard.

Room Cross-cuts, \$1.21 per ton.

Yardage, \$1.45 per lin. yard.

Rooms and Pillars, \$1.21 per ton.

When necessary to remove large nigger-heads, miners to be paid Company work for same.

Delivery of timber and other supplies necessary for the miner to be in accordance with the Coal Mines Regulation Act of Alberta. The Company will at all times deliver an adequate supply of suitable timber, etc., to or at the working face, whether room entries or cross-cuts.

Miners, when given a place, shall retain same until the place is finished, and shall have first claim to the drawing of the pillars.

The Company shall supply each miner with equal turn of cars, to be delivered at the working face.

Abnormal places, where a miner through conditions of abnormality, i.e., faults, thinness of coal, nigger-heads, rolls, or any conditions that prevent him earning the amount of \$6.35 per day, the Company shall make up to \$6.35, averaged not longer than one week during abnormal conditions.

TOOLS: All tools to be sold to the miners by the Company, and allowed for when returned in usable condition, less a reduction of 10%.

Timber to be paid for at 73c. per set.

BONE:

Where the bone is in excess of 4 inches in thickness, that the same shall be paid for in entries and rooms at the rate of 14½c per inch, per lineal yard.

Loading rock in cars as per present practice, 36c. per car.

Loading water in cars as per present practice, 36c. per car.

House coal to be sold to employees as follows: Stove coal at \$2.54 per ton; other screened coal at \$1.00 less than carload rates at the mine.

DOCKAGES:

Miners shall load all coal as clean as possible. Dockages for impurities or excessive

slack coal to be 25 cents for first offence; after third offence within two weeks the miner shall be liable to dismissal.

WASH HOUSE:

In every instance where the wash house contains lockers or lock chains that can be locked securely, and heated so that wet clothes can be dried properly over night, and sprays for washing and keeping in a sanitary condition, the men will pay \$1.00 per month for same; but before this price is paid the Union Committee shall pass on the same as satisfactory.

Where miner is ordered to cut across pillar with one fast end, ten feet wide for drawing pillar, entry tonnage price shall prevail; and in mines having entry yardage, half entry yardage shall be paid. When miner drives through pillar with two fast ends, same shall be regarded as a cross-cut.

Other supplies shall be furnished at old rates.

The Company is requested to mark all shifts on all pay statements.

HAMILTON COAL CO., LTD.

All coal produced to be paid for on the basis of two thousand (2,000) pounds to the ton, run-of-mine.

Pick Mining Rates

Main and Counter Entries, 9 feet and under, \$1.21 per ton.

Yardage, \$3.90 per lin. yard.

Entry Cross-cuts and Room Necks, \$1.21 per ton.

Yardage, \$3.90 per lin. yard.

Room Cross-cuts, \$1.21 per ton.

Yardage, \$1.45 per lin. yard.

Rooms and Pillars, \$1.21 per ton.

Timber to be paid for at 73 cents per set.

BONE:

When the bone is in excess of four inches in thickness, that the same shall be paid for in entries and rooms at the rate of 14½c. per inch, per lineal yard.

CADOMIN COAL CO., LTD.

Cadomin—Old Mine.

Contract Prices based on present conditions.

MAIN ENTRY:

To be driven same length collar as at present.

To be 8 ft. between notches.

3 piece sets.

11 ft. spread in the clear between legs.

7 ft. clear from top of rail to collar.

Sets 4 ft. centre, lagged top and sides.

Loading refuse separate from coal.

Laying permanent track.

Timber twenty inches in diameter at butt; over that size 18 cents extra per inch for each inch in diameter.

All inclusive at \$24.64 per lineal yard.

CRIBBED RAISES:

To be driven 7 ft. by 9 ft., including all timbering, lagging and loading coal, \$11.43 per lineal yard.

COUNTER:

To be driven 7 ft. between notches.

6 ft. clear from top of rail to collar.

9 ft. spread, outside measurements, 4 ft. centre lagged, including all timbering, tracklaying, brattice, loading and dumping coal, at \$13.02 per lineal yard.

Timbering in excess of nine inches to be paid for in proportion.

ANGLES: 4 feet by 4 feet.

To be driven 4 feet by 4 feet at \$3.10 per lineal yard.

Timber where needed, 3 piece set, lagged, \$1.45 per set; 2 piece set, lagged, \$1.09 per set.

Brattice to be erected in an efficient manner and kept in repair for 25 cents per lineal yard, not to exceed 6 ft. in height.

Timber to be same size as used at present, from 5 inches to 10 inches diameter at butt.

ANGLES: 7 feet by 9 feet.

To be driven for \$10.16 per lineal yard, including all timbering at 4 ft. centre, 3 piece set lagged and erecting brattice.

A leeway of 6 inches to be allowed either below or above the stated size, which shall be paid for or deducted as the case may be in proportion.

Timber to be 5 inches to 10 inches; if other size asked for, to be considered "New Work."

PILLARS:

70 cents per gross ton of 2,240 lbs., including all timbering and looking after bulkhead.

The words "including all timbering" shall be eliminated.

CORNERS:

If not sufficient lagging done, work to be done by Company; if done by the miner, \$2.90.

Lagging: In excess of three pieces be paid for according to rate.

CUBIC MEASUREMENT:

27 cubic feet to be taken as equal to one gross ton.

All other conditions to remain as at present.

House coal to be advanced 27% over and above that charged October 31, 1919.

THE MOUNTAIN PARK COAL CO., LTD.

Contract Rates.

All coal produced to be paid for on the basis of 2,240 pounds to the ton.

No. 3 Seam

Tonnage, 85c. per gross ton.

Removing pillars, 77c. per gross ton.

YARDAGE:

Main entry, \$2.18 per lineal yard.

Counter entries, \$2.18 per lineal yard.

Raises 10 ft. x 7 ft., \$1.45 per lineal yard.

Room X-cuts, 6 feet by 8 feet, \$1.45 per lineal yard up to 25 feet.

Over that distance, 73c. extra per lineal yard.

TIMBERING:

Main entry, \$2.90 per set, with lagging.

Counter entries, \$1.45 per set, with lagging.

All other timbering, \$1.45 per set, with lagging.

All props other than chute props, \$1.45 for three props.

Main entry timbers not to be less than ten inches in diameter at the butt end.

Bridge sticks paid for by Company work.

Brattices up to ten feet wide, \$4.36 each.

No. 1 Seam

TONNAGE, \$1.00 per gross ton.

Removing pillars, 92c. per gross ton.

YARDAGE:

Room X-cuts, \$1.45 per lineal yard up to 25 ft.

Over that distance, 73c. extra per lineal yard.

TIMBERING:

Set of three pieces, \$1.45 per set.

ENTRY:

By Special Contract as heretofore.

CHUTES:

Chute building to be paid at the rate of 44 cents per lineal yard. Chute to be one foot deep by three feet wide, including two props every eight feet and sheet iron on the bottom.

DOCKAGE:

Twenty-eight pounds to be added to the tare of every car to offset refuse in the coal.

Any man loading fifty pounds of rock or bone in a car to lose one hundred pounds of coal; one hundred pounds of rock or bone to lose four hundred pounds of coal; one hundred and fifty pounds of rock or bone to lose the whole car.

The Mine Manager shall give warning of offences and cause a record of same to be kept.

House Rents, Etc.

House rent, light and water to be paid for as heretofore.

House coal to be advanced 27% over and above that charged October 31, 1919.

Pushing Cars by Miners

The cars to be pushed a distance of not exceeding 75 feet. If the distance of 75 feet is exceeded, the yardage price to be increased by 29 cents per yard for the exceeding distance.

Where General Clauses 6, 14 and 28 of the Agreement of The Mountain Park Coal Co., Ltd., of 1917-1919 differ from the General Clauses of this Agreement, they shall govern; all other clauses to remain as in this Agreement.

Where the day wage rates in the Agreement of The Mountain Park Coal Co., Ltd., of 1917-1919 differed from the day wage rates of the Tentative Agreement of 1917-1919, there shall be added to the rates of the Mountain Park Agreement 27% (including the 92c. H.C.L.).

IN WITNESS WHEREOF, the parties
hereto have hereunto set their hands at Cal-
gary, Alberta, this twentieth day of July, A.D.
1920.

Signed on behalf of The Western Canada Coal
Operators' Association:

O. E. S. WHITESIDE, President.
----- Vice-President.
W. F. McNEILL, Secretary.
LEWIS STOCKETT.
MONT B. MORROW.
BERNARD CAUFIELD.
GEORGE KELLOCK.
GEO. V. TUPPER.
FRANCIS ASPINALL.
JOHN MACK,

Scale Committee.

Witnesses as to all Signatures:

F. E. HARRISON,
E. T. FITZSIMMONS.

Signed on behalf of the United Mine Workers
of America, District No. 18:

FRANK WHEATLEY, Chairman.
WILLIAM HUTCHINSON
R. BILLSBOROUGH
ROBT. PEACOCK
W. H. HOPKINS
RODY McLEOD, Secretary,
Scale Committee.

Signed on behalf of the United Mine Work-
ers of America, International Organization:

International Board Member:
ROBERT LIVETT.

